

## At Trent University Two-Week Long Strike by Faculty Settled

**T**HE STRIKE BY THE TRENT University Faculty Association has been settled at an all-night negotiating session allowing faculty to return to work on Dec. 3.

The three main issues in the most recent dispute were parity, proportionality and pensions — but there have been poor labour relations for many years at Trent.

In 1991 the faculty, fed up with what seemed a permanent policy of the university to finance its operations on sub-standard salaries, went on strike and secured an agreement to parity with the average salaries in a group of Ontario universities. That solution was proposed by a mediator to ensure labour peace at Trent.

This year the administration tried to tear up this agreement. It seemed surprised at the negative reaction. The association demanded the return of the formula.

The Trent administration's response to recent cuts in revenue from the provincial government was to disproportionately load the

Picket line at Trent —  
Coats & coffee & out in the cold.

consequences on to the budget for full-time faculty. The association demanded the pain be distributed proportionally between all sectors of the budget and a formula be written into the contract to ensure this. This, said the faculty association, would guarantee the Trent tradition of focusing on high quality teaching.

Pensions are another example of the state of labour relations at Trent. When the board of governors decided to raid the pension fund, the association went to court and won. The administration is appealing. There are also pension grievances winding their way through the grievance and arbitration procedure. The faculty association suggested all these issues be settled at the bargaining table, thereby eliminating the huge legal fees the university will spend on these cases. The administration refused. The administration also refused to make minor changes in the pension ar-



rangements which would have been paid for entirely from the pension surplus: a good example of counterproductive mean-mindedness.

The strike support at Trent was solid, in part because most aca-

demic staff recognized there had been no serious negotiations on the part of the administration during the eight months when the parties were trying to settle the collective agreement.

The administration merely kept repackaging its original position. It seemed to many on the academic staff at Trent that some

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## Higher Education Staff in UK Strike Universities Brought to a Halt

BY MALCOLM KEIGHT

**T**ROUGHOUT THE UK university staffs were united in strike action on Nov. 19. Eight unions representing more than 100,000 members from porters to professors took action in protest against pay offers of 1.5 per cent, with 2.5 per cent for the lowest paid. The Association of University Teachers with over 31,000 members mainly in the older universities, was particularly prominent in the action and student unions joined the protests in support. Despite claims by some Vice-Chancellors that some campuses remained open, there was very little activity in most universities as picket lines were strongly supported.

In addition to the strike, marches and rallies were held in cities up and down the country. Thousands attended meetings in London, Oxford, Edinburgh, Glasgow, Brighton, Southampton, Manchester and many others.

The dispute follows years of inadequate pay rises which have meant that salaries have fallen by more than 35 per cent against national average earnings, cuts in funding alongside a doubling of student numbers over the last seven years have meant that expenditure per student has fallen by 30 per cent. Cuts in the 1995 budget led vice-chancellors to claim that they can only make a pay offer of one per cent below the rate of inflation and almost 2.5 per cent below this year's increase in nation-

al average earnings. After refusing to negotiate further the V-Cs received an unequivocal response on Nov. 19 when staff gave a resounding "No!" to such insulting and inadequate offers.

"This has been a unique demonstration of staff determination to be paid fairly. The vice-chancellors would discredit themselves if they did not hear the message: pay staff the percentage increase you paid yourselves last year. Don't duck it. You cannot have one rule for the rich and one for the poor," said David Triesman, General Secretary of the AUT British V-Cs whose salaries range from around £90,000 to almost £140,000\* received pay

See UNIVERSITIES... Page 8 ☞

## Fin de la grève à l'Université Trent

**L**E 3 DÉCEMBRE, LES PROFESSEURS de l'Université Trent sont retournés au travail, mettant ainsi fin à une grève de deux semaines. Les deux parties ont négocié toute la nuit avant d'arriver à une entente de principe.

La parité salariale, la proportionnalité et la caisse de retraite étaient les principaux points en litige. Il importe d'ajouter que les relations de travail sont mauvaises depuis de nombreuses années à cette université.

En 1991, fatigués que l'administration finance ses activités de fonctionnement en fonction de salaires inférieurs à la norme, les professeurs ont déclenché la grève et ont obtenu une entente prévoyant la parité du salaire moyen

avec un groupe d'universités de l'Ontario. Un médiateur avait proposé cette solution pour apaiser les relations de travail.

Cette année, l'administration a tenté de mettre cette entente en pièces. La réaction négative des professeurs a semblé la surprendre. L'association a alors demandé que l'on revienne à la formule adoptée.

Pour réagir à la baisse de revenus causée par les compressions du gouvernement provincial, l'administration a décidé que le poste budgétaire affecté aux professeurs à temps plein absorberait les conséquences de ces mesures. L'association a exigé que le manque à gagner soit réparti proportion-

Voir TRENT... à la page 8 ☞

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OCUFA was pleased to have had the opportunity to appear before the Advisory Panel on Oct. 24. Michael Piva, President of the Ontario Confederation of University Faculty Associations, follows up on two issues arising from the round table discussions to date. See *OCUFA Submits Second Brief to Advisory Panel*.

### Conference Summary Page 10

The 1996 CAUT Status of Women Committee conference on "Doing Equity" took place in Halifax on Oct. 24-27. Activities included a workshop entitled "Coping with Loss and Betrayal in the Workplace," a networking session for feminist researchers, and the Sarah Shorten Award dinner in honour of the 1996 recipient, Elizabeth Fox Percival (University of Prince Edward Island). See *SWC Conference Looks at Ways to "Do Equity"*.

### Editorial Page 28

A strike is an emotionally draining affair. This would be true anywhere, anytime. But the feeling at the Trent University strike was particularly sharp. See *Collective Survival & Academic Rights — The Case of Trent University*.

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de l'ACPPU, de présidents et de  
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Une grève est toujours épuisante. Cela est vrai partout, en toute circonstance. À l'université Trente toutefois, où les professeurs étaient en grève, les sentiments étaient à vif. Voir *La survie collective et les droits universitaires : l'affaire de l'Université Trente*.

## LETTERS



## COURRIER

### United front — No GST on books!

As you know, on Oct. 23, 1996, the Province of New Brunswick announced the signing of the final agreement with the federal government to harmonize the federal GST and the provincial sales tax.

Since the signing of a Memorandum of Understanding in April 1996, we have received many submissions and letters protesting the inclusion of books in the Harmonized Sales Tax (HST) base. On numerous occasions the Province has made its position abundantly clear to both the public and the federal government. New Brunswick did not wish to tax books.

We were very pleased to announce the Province of New Brunswick will offer a point-of-sale (instant) rebate for the provincial portion (8 per cent) of the HST for final consumers. The rebate will be registered on the sales slip and deducted from the final price of the item. This is a significant achievement by the Province, in co-operation with the federal government and the other harmonizing provinces, for the cause of literacy.

The Province has made good its commitment not to impose an additional tax on books. Ottawa has demonstrated its willingness to support literacy by offering a 100 per cent rebate on GST paid across Canada and a 100 per cent rebate on HST paid in the harmonizing provinces on the purchase of books for municipalities, universities, public colleges, certain charities and qualifying non-profit organizations (not for resale) and, most significantly, for libraries.

Those of you who added your voice in support of New Brunswick's position, share in the credit for this important decision by the federal government. The cause of literacy was furthered on Oct. 23, 1996, and you were there every step of the way.

I want to thank you for your interest in this matter. Together, we're making New Brunswick stronger.

EDMOND P. BLANCHARD  
Minister of Finance, New Brunswick

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I am writing in reply to your letter of Sept. 19, 1996, with regard to the harmonization of the GST and PST and its impact on books.

As you know, the federal government has gone some distance in relieving the tax burden for university libraries. I hope you appreciate that the provinces harmonizing their tax system played an important role in achieving this benefit. I hope the result was one you find helpful.

WILLIAM GILLIS  
Minister of Finance, Nova Scotia

### Request for Nominations

## 1997 Sarah Shorten Award

For an advance copy of the award  
profile please contact: Lynn Braun at  
CAUT, 2675 Queensview Drive,  
Ottawa K2B 8K2; Fax: 613/820-7244;  
E-mail: braun@caut.ca.

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## BARGAINING & BENEFITS

# Internal Report Proposes Wide-Ranging Changes Renewal & Redundancy at Carleton U.

BY MARK LANGER

"STEPS TOWARDS RENEWAL," a report by a sub-committee of the Senior Planning Committee at Carleton University, proposes wide-ranging changes in the organization of academic programs at the university that are likely to result in large-scale layoffs. The sub-committee, chaired by G. Stuart Adam, Dean of Arts at Carleton, stated that the conclusions of the report arose "in part out of the current fiscal situation," as well as out of current and planned reductions in the numbers of faculty and support staff. Citing declines in both revenues and enrolments since 1993, the report's authors set themselves the task of "re-imagining Carleton" in a way that takes advantage of the university's strengths and special identity.

Many of the goals set for Carleton in the report are aimed at raising revenues through strategies such as an increase in the number of doctoral programs or in the ratio of honours to pass students. While urging that the university promote Carleton's identity as "a national leader in the study of public affairs and management and the study of high technology," the Adam Committee proposes that Carleton provide a balance "between goals associated with the public culture ... and the goals associated with the private interests and vocational preferences of individual students."

Abandoning Carleton's position as a "multiversity," the report suggests a reorganization of Carleton's faculty in order to emphasize Carleton's "specialized and distin-

guishing marks" in Public Affairs and Management, as well as in High Technology. Faculty would be placed in either of two Divisions — the Division of Engineering and Science, and the Division of Arts and Social Sciences. The Division of Engineering and Science would consist of separate Faculties of Engineering and Science. The Arts and Social Sciences would consist of a Faculty of Arts and Social Sciences and one of Public Affairs and Management. Within each Faculty, what the sub-committee defines as traditional disciplines would be considered "core" while others would be "auxiliary." Vertically-integrated programs (with undergraduate, master's and doctoral programs) would receive priority. Master's programs not leading to a doctorate are targeted for closure.

The demonstrably hasty move toward acceptance of the report has aroused as much controversy as have several of the report's proposals. On Nov. 8, in the first of only two planned discussions in Senate before a vote to approve the document, interventions by Senators were limited by Carleton President Richard Van Loon to four minutes each. Reactions to the document were mixed. While Dean of Engineering Malcolm Bibby hailed the work as "of importance not only to Carleton, but to Canada," Dean of Social Sciences Thomas Wilkinson expressed reservation about the division of disciplines into "core" and "auxiliary" by observing that the report turned its back on every new academic venture at the university in the last twenty years.

The report calls for reductions

of 69 faculty, only a portion of which would be through normal retirement or voluntary separation. Many reductions would be achieved through "program redundancy" — as yet an undefined state. The report outlines criteria for program closure that include whether disciplines are "core," whether they offer programs up to and including the doctoral level, etc., but offer no guidance on how these criteria are to be prioritized or weighted. According to President Van Loon, administration does not intend to be bound by the terms of the report. Van Loon stated that the criteria are neither necessary nor sufficient for a program to be declared redundant. When the amount of the Ontario provincial grant is made known in January, the number of layoffs then will be calculated. Peter Fitzgerald, Chair of Senate's Financial Review Committee, noted that "underneath the list of 'objective' criteria for program closures, it now seems that Senate is being asked to approve something approaching a blank cheque."

The report's underlying premise is that faculty reduction is made necessary by the failure of the B.A. program to maintain enrolment, causing a financial crisis. However, the authors of the report used as a base the peak enrolment year of 1993-94, a result of Carleton management's previous strategy whereby, through low admission standards, as many students as possible were admitted into the B.A. program even though the provincial financial corridor limit had been reached. In his Sept. 13 address to General Faculty Board, President Van Loon acknowledged that this was an unsustainable level of enrolment — a point which even the renewal report admits. The former strategy was intended to use admission to raise the funding corridor (a scheme that had worked in 1989-90), to fund capital projects, and to fund non-B.A. programs at the university. Over-enrolment reached its zenith in 1993-94, when Carleton admitted almost as many first year B.A. students as the University of Toronto. A subsequent

rise in admission standards has been a factor in the return of enrolment to historically normal levels.

Unacknowledged by the report is that the decrease in Carleton's enrolment already has been more than matched by faculty reductions. The ratio of students to faculty in Arts and Social Sciences now is higher than it has been in any year prior to 1987-88, when the over-enrolment strategy was initiated. The Carleton University Academic Staff Association notes that with academic staff compensation near historically low levels in terms of percentage of the university's budget, Carleton's current budgetary shortfall is largely the legacy of deficits inherited from previous years, and the accumulated result of recent buyouts of faculty, support staff and management, as well as the product of multimillion dollar losses on non-academic university projects, such as the Carleton University Development Corporation. ■

(Mark Langer is Public Relations Officer for the Carleton University Academic Staff Association.)

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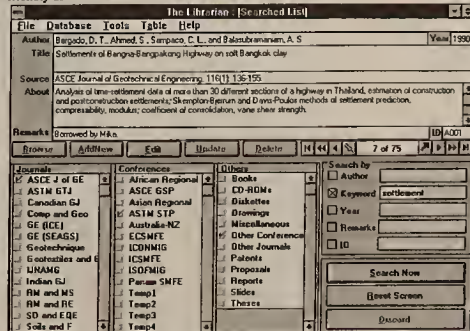
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## Highlights of the 41st Council Meeting

- Authorized: A working group to explore the provision of services for retired faculty and the status of membership for retired members with the intention of presenting a report to Council in May 1997.
- Approved: Policy Guidelines on Cutbacks and Retrenchment in Universities and their Effects on Librarians (revised)
- Approved: Guidelines for the Appointment and Review of University Chief Librarians
- Approved: Model Clause on Legal Liability
- Approved: Model Clause on Suspension, Discipline and Dismissal
- Carried: That CAUT Council authorize the CAUT Executive to explore, with the Association of Universities and Colleges of Canada and the Canadian Federation of Students, the possibility of creating an independent voluntary pan-Canadian system of accreditation for universities in Canada (and for university programs in institutions that are not chartered as universities) based on the objectives and historic mission of each university and institution involved, and designed to ensure high academic standards.
- Carried: That CAUT contribute a sum equal to 25 cents per individual member in CAUT as of November 1996 to CHOICES to use in development of its 1997 alternative budget.

## Council Resolution — Trent Strike

THAT CAUT Council express its solidarity for the Trent University Faculty Association in its strike against the Trent University Board of Governors.

## Council Resolution — Manitoba's Bill 32

THAT CAUT go on record as supporting MOFA's opposition to Bill 32, and THAT CAUT, in cooperation with MOFA, urge the opposition parties to take the position that, if elected, they will abolish the Conservative government's new commission for higher education and replace it with structures which guarantee representation by faculty, students, administrators, and the government and which respect the autonomy of the universities and the academic freedom of the academic staff.

## Council Resolution — Copyright Legislation

THAT CAUT Council urge the Government of Canada to honour its commitments to the education and library communities concerning phase II of the copyright legislation by passing Bill C-32 with the exceptions proposed by the government and to accept the amendments suggested to the Heritage Committee by CAUT and AUCC.

## Council Resolution — University of Minnesota

THAT this Council stands in solidarity with its colleagues at the University of Minnesota as they seek to bargain collectively for academic freedom and shared university governance.

# Council Approves Policy on Performance Indicators

CAUT COUNCIL HAS APPROVED a policy on performance indicators. The new policy follows at least two years of discussion, drafting and revisions. Dr. Bill Bruneau, president of CAUT, was the chief author of the policy.

The CAUT policy, approved at the November Council meeting, supports only those indicators that have been negotiated by senates (or equivalent bodies) and faculty associations, where such PIs (a) are inexpensive, (b) strengthen the autonomy of the institution, (c) can be demonstrated to increase

accessibility to higher education, (d) encourage equitable participation by all individuals and groups in the life of the university or college, and (e) show how far the university's financial means are sufficient to achieve its mission.

After its definition of PIs, the preamble notes that statistical descriptions of universities have been popular for a long time in order to provide information to the public. Unfortunately, statistical analysis in the form of PIs are more and more now serving as a pretext to disguise governmental cuts and

to increase political interference.

The policy emphasizes that the mission of a university or college is linked to the history, society and economy of a region or city. Because of this variety, no national or provincial statistical indicators can show whether a particular institution is operating effectively according to its mission statement. Rather, system-wide PIs may serve as a smoke-screen for attacks on academic freedom and autonomy.

Council also received a tactical document on what to do if PIs are imposed. ■

# Collective Bargaining ALERT Receives Final Approval

THE COLLECTIVE BARGAINING and Economic Benefits Committee of CAUT has developed a series of guidelines and procedures to be used by CAUT in its fight against the increased number of threats to collective bargaining at Canadian universities. The document, entitled "Guidelines for an ALERT: Measures for Response to Threats to the Collective Rights of the Profession and/or to the Collective Bargaining Process at Canadian Universities," received final approval at Council.

Vic Catano, chair of the committee, in presenting the guidelines to Council members, expressed the committee's view that the ALERT can be used as an important weapon in stemming serious threats

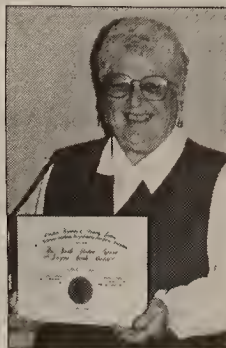
to collective bargaining in the university sector.

Under the guidelines CAUT's Executive Committee may invoke an ALERT in such instances where it determines there is an extreme form of bad faith bargaining, where the university or government is seriously inhibiting the free collective bargaining process or where a university or government is clearly acting to undermine or to abrogate the existing collective bargaining rights of the member associations of CAUT. Such an ALERT would only be invoked following full consultation with the Collective Bargaining and Economic Benefits Committee, legal counsel and the local or provincial member association(s) involved.

If an ALERT is imposed by CAUT, a series of measures would be implemented beginning with letters to the president and board of governors of the offending academic institution or government, protesting the actions at issue and warning that such practices exceed the norms of collective bargaining, and as such constitute the grounds for invoking a national and international ALERT. If the matter remains unresolved the Executive would be authorized to take a series of measures to publicize the confrontation to the academic community across Canada and internationally as well as more generally in the Canadian media. ■

# Sarah Shorten Award Winner Lauréate du prix Sarah-Shorten

DR. ELIZABETH FOX PERCIVAL from the University of Prince Edward Island was presented with the 1996 Sarah Shorten Award at the November Council meeting. Dr. Percival's efforts and accomplishments on behalf of women at the University of Prince Edward Island and academic women at the national level embody the goals and qualities sought in the recipient of the Sarah Shorten Award. Dr. Percival's work has demonstrated commitment and leadership to the advancement of women both in academe and in the larger community. Letters of support for Dr. Percival's nomination from community members and academics across Canada praise Dr. Percival's efforts and accomplishments without reservation. ■



Dr. Percival — Winner of the 1996 Sarah Shorten Award. Mme Percival, de l'Université de l'I.-P.-É., lauréate du prix Sarah-Shorten 1996.

MME ELIZABETH FOX PERCIVAL de l'Université de l'Île-du-Prince-Édouard, a reçu le prix Sarah-Shorten 1996 à l'occasion de l'Assemblée de novembre du Conseil. Par ses efforts et ses réalisations pour la cause des femmes à l'Université de l'Île-du-Prince-Édouard, Mme Percival incarne les objectifs et les qualités recherchées chez les lauréates du prix Sarah-Shorten. Par son travail et son exemple, elle a démontré son attachement à la défense des femmes dans le milieu universitaire et dans la collectivité en général. Les lettres appuyant sa candidature, soumises par des membres de la collectivité et du milieu universitaire d'un océan à l'autre, ont loué sans réserve ses efforts et ses réalisations. ■





À l'assemblée du Conseil — L'AAUP et l'AUT discutent de l'accord.

## Les lignes directrices pour lancer un avertissement sont approuvées

LE COMITÉ DE LA NÉGOCIATION collective et des avantages économiques de l'ACPPU a élaboré des lignes directrices et des procédures que l'ACPPU suivra pour lutter contre les menaces à la négociation qui augmentent sans cesse dans les universités canadiennes. Intitulé Lignes directrices à suivre pour lancer un avertissement en cas de menaces aux droits collectifs de la profession ou au processus de négociation collective ou les deux dans les universités canadiennes, le document a reçu l'aval du Conseil.

Vic Catano, président du comité, en déposant le document, a précisé aux membres du Conseil qu'il pouvait être un outil important afin de contrer les graves menaces à la négociation collective auxquelles fait face le secteur universitaire.

En vertu de ces lignes directrices, le Comité de direction de l'ACPPU peut lancer un «avertissement» lorsqu'il juge être en présence d'une forme extrême de négociation de mauvaise foi, lorsque l'université ou le gouvernement entrave gravement le processus de la libre négociation collective, ou dont les agissements visent clairement à saper ou à abroger le droit acquis de négociation collective des associations membres de l'ACPPU. Le Comité de direction lancera un avertissement seulement après avoir consulté le Comité de la négociation collective et des avantages économiques, un conseiller juridique et les associations locales ou provinciales visées.

S'il est décidé de lancer un avertissement, l'ACPPU prendra

certaines mesures. Elle enverra d'abord une lettre de protestation au recteur et au conseil d'administration de l'établissement d'enseignement en tort ou au gouvernement fautif dans laquelle elle s'élève contre leurs actions. Elle les préviendra que leurs pratiques vont au-delà des normes de la négociation collective et qu'elles constituent un motif pour lancer un avertissement national et international. Si le litige persiste sur une longue période, le Comité de direction aura l'autorisation de prendre un ensemble de mesures pour faire connaître le conflit à la collectivité universitaire dans tout le Canada et à l'échelle internationale ainsi que, d'une manière plus générale, dans les médias canadiens. ■

## Indicateurs de rendement : énoncé de principes adopté

LE CONSEIL DE L'ACPPU A approuvé l'énoncé de principes sur les indicateurs de rendement. Le document a été déposé après deux ans de discussion, d'élaboration et de révisions diverses. M. Bill Bruneau, président de l'ACPPU, est le principal auteur de l'énoncé.

Le document de l'ACPPU, approuvé à l'assemblée de novembre, appuie seulement les indicateurs qui sont négociés par les conseils d'université, ou les organes équivalents, et les associations de professeurs, s'ils sont peu coûteux et renforcent l'autonomie de l'établissement, s'ils peuvent prouver qu'ils augmentent l'accessibilité aux études universitaires, s'ils encouragent une participation équitable

de toutes les personnes et de tous les groupes à la vie de l'université ou du collège et s'ils montrent jusqu'à quel point les moyens financiers de l'université suffisent à réaliser sa mission.

Après avoir défini les indicateurs de rendement, on fait remarquer dans le préambule que les descriptions statistiques des universités sont populaires depuis longtemps, parce qu'elles servent à informer le grand public. Toutefois, on recourt de plus en plus à l'analyse statistique sous la forme d'indicateurs de rendement pour camoufler les compressions des gouvernements et pour augmenter l'intervention politique.

L'énoncé de principes fait va-

loir que la mission d'une université ou d'un collège est liée à l'histoire, à la société et à l'économie d'une région ou d'une ville. En raison de cette diversité, il n'existe aucun indicateur statistique national ou provincial qui puisse prouver qu'un établissement d'enseignement supérieur fonctionne efficacement et respecte son énoncé de mission. Des indicateurs appliqués à la grandeur du système peuvent plutôt servir de paravent aux attaques contre la liberté universitaire et l'autonomie de direction. Dans le milieu universitaire, l'enseignement et la recherche dépendent de la liberté universitaire et de l'autonomie de direction pour pouvoir suivre et atteindre l'excellence. ■

## Faits saillants de la 41<sup>e</sup> assemblée du Conseil

- Autorisation de former un groupe de travail qui étudiera la question des services et le statut de membre des retraités en vue du dépôt d'un rapport à l'assemblée de mai 1997 du Conseil.
- Approbation des Lignes directrices sur les compressions budgétaires et de personnel dans les universités et leurs effets sur les bibliothécaires.
- Approbation de l'Énoncé de principes de l'ACPPU sur la nomination et l'évaluation des bibliothécaires en chef.
- Approbation de la clause modèle sur la responsabilité légale.
- Approbation de la clause modèle sur les suspensions, les mesures disciplinaires et les congédiements.
- Adoption d'une résolution autorisant le Comité de direction à examiner avec l'Association des universités et collèges du Canada et la Fédération canadienne des étudiantes et des étudiants la possibilité de créer un organisme pancanadien d'accréditation des universités canadiennes (et des programmes universitaires des établissements d'enseignement sans charte d'université), indé pendant et volontaire, qui fonderait ses décisions d'après les objectifs et la mission historique de chaque université et établissement concerné et qui aurait le mandat de faire respecter des normes élevées de qualité d'enseignement.
- Adoption d'une résolution voulant que l'ACPPU verse à CHOICES la somme équivalant à 0,25 \$ par membre individuel de l'ACPPU, selon les chiffres de novembre 1996, pour élaborer son budget de rechange de 1997.

## Résolution du Conseil — Grève à l'Université Trent

IL EST RÉSOLU QUE l'ACPPU manifeste sa solidarité envers la Trent University Faculty Association qui est en grève en réaction à la position du conseil d'administration de l'université.

## Résolution du Conseil — Loi 32 du Manitoba

IL EST RÉSOLU QUE l'ACPPU rende public son appui à la MOFA qui conteste le projet de loi 32 et que l'ACPPU, de concert avec la MOFA, enjoigne les partis d'opposition de s'engager, une fois élus, à abolir la nouvelle commission pour l'enseignement postsecondaire du gouvernement conservateur et à la remplacer par des structures qui garantissent la représentation des professeurs, des étudiants, des administrateurs et du gouvernement et qui respectent l'autonomie des universités ainsi que la liberté universitaire du corps universitaire.

## Résolution du Conseil — La loi sur le droit d'auteur

IL EST RÉSOLU QUE le Conseil de l'ACPPU recommande fortement au gouvernement du Canada de respecter ses engagements envers le milieu de l'éducation et des bibliothèques en vertu de la partie II de la loi sur le droit d'auteur en adoptant le projet de loi C-32 ainsi que les exceptions qu'il a proposées, et d'accepter les modifications proposées au Comité du patrimoine canadien par l'ACPPU et l'AUC.





## CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT Standing Committees: Academic Freedom and Tenure — Person Chairing, four vacancies; Collective Bargaining and Economic Benefits — two vacancies; Librarians — Person Chairing, two vacancies; and Status of Women — Person Chairing, one vacancy. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 1997.

### DESCRIPTION OF POSITIONS

**The President:** Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

**The Vice-President:** Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

### COMMITTEE MEMBERS

#### Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (four per year) including fact-finding missions, drafting of docu-

ments, and other related duties. Nominees for the Person Chairing normally must have served at least one year on the Committee.

#### Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Elected members shall normally serve for three year terms, with the possibility of one renewal, and should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

#### Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities. Nominees for the Person Chairing normally must have served at least one year on the Committee.

#### Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (three per year) including the Status of Women Conference planning (held once a year), annual *Bulletin*

insert, drafting of documents, and other related duties. Nominees for the Person Chairing normally must have served at least one year on the Committee.

### TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for Persons Chairing CAUT Standing Committees is two years. The term of office for members of CAUT Standing Committees is three years.

### NOMINATION PROCEDURE

#### Nominations should be sent to:

Professor Mark Sandilands  
Person Chairing, Elections and Resolutions Committee  
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2

#### They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and,
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4-7.

## NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: January 7, 1997
- Collective Bargaining and Economic Benefits Committee: January 7, 1997
- Librarians' Committee: January 7, 1997
- Status of Women Committee: January 7, 1997
- All other nominations: March 31, 1997 if possible



## APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: la présidence, la vice-présidence, et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU: quatre postes au Comité de la liberté universitaire et de la permanence de l'emploi dont celui de la présidence; deux postes au Comité de la négociation collective et des avantages économiques; deux postes au Comité des bibliothécaires dont celui de la présidence; et un poste au Comité du statut de la femme dont celui de la présidence. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'Assemblée du Conseil qui se tiendra à Ottawa en mai 1997.

### DESCRIPTION DES POSTES

**La présidence:** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

**La vice-présidence:** La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

### LES MEMBRES DES COMITÉS

#### Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches

connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

#### Le Comité de la négociation collective et des avantages économiques

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Les membres élus siègent normalement trois ans au comité et leur mandat peut être renouvelé une fois. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

#### Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

#### Le Comité du statut de la femme

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation de la conférence annuelle du statut de la femme, au supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes. Les candi-

dates à la présidence doivent normalement avoir siégé au moins un an au comité.

### MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence des Comités permanents est de deux ans. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

### MÉTHODE DE MISE EN CANDIDATURE

#### Il faut envoyer les candidatures à:

M. Mark Sandilands  
Président, Comité des élections et résolutions  
ACPPU, 2675, promenade Queensview  
Ottawa (Ontario) K2B 8K2

#### Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et,
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note: Les renseignements au sujet du dégoût pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4-7.

## DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi: le 7 janvier 1997
- Le Comité de la négociation collective et des avantages économiques: le 7 janvier 1997
- Le Comité des bibliothécaires: le 7 janvier 1997
- Le Comité du statut de la femme: le 7 janvier 1997
- Toutes les autres mises en candidature: le 31 mars 1997 si possible



# OCUFA Submits Second Brief to Advisory Panel

BY MICHAEL J. PIVA

OCUFA WAS PLEASED TO HAVE had the opportunity to appear before the Advisory Panel on Oct. 24. I would like to follow up on two issues arising from the round table discussions to date. The first issue, faculty compensation and the recruitment/retention of professors and academic librarians was raised at a number of other round table discussions, but OCUFA did not have an opportunity to discuss this with the Advisory Panel. The second issue, the "tiering" of the Ontario university system, was discussed by OCUFA and the panel, but I would like to reiterate and clarify OCUFA's position to dispel any ambiguity.

OCUFA and others have previously provided the panel with data comparing faculty compensation in Ontario and the United States. To interpret the data, it is important to place faculty compensation issues within the context of the larger labour market. Ontario universities compete for qualified people not only with universities in the United States and other jurisdictions, but with other sectors of the domestic economy as well. The last thorough study of faculty compensation was conclusive on this point. The Hay Management Consultants concluded in 1988 that "based on an assessment of measured job content, ... the academic task is compensated, on average, below the major comparator groups selected for this study. It is only when an academic achieves the rank of full professor (average age of appointment 42 years; average salary at time of appointment: \$58,100) that something approaching competitive salaries are achieved.... However, academics are disadvantaged with respect to lifetime earnings because of the way in which entry level compensation is determined and then administered through the tenure stream. [Hay Management Consultants, "A Comparative Study of Compensation of Faculty and Senior Administrative Personnel

in Ontario Universities, February 1988.]

Between the time this study was completed in 1988 and the Social Contract of 1993, compensation settlements closed the gap marginally between faculty and some comparator groups. The Social Contract, however, froze faculty compensation and thus substantially widened the gap between universities and comparable groups in the private sector. Although the freeze on across the board or scale increases affected all faculty, the failure to pay step increments or merit increases will particularly hurt our most junior colleagues. The three year freeze has led to a permanent reduction in lifetime earnings for all junior faculty who were already substantially disadvantaged relative to both the private sector and colleagues in other jurisdictions. This year the overwhelming majority of university faculty and academic librarians again received across the board or scale increases well below both CPI and other groups.

Earlier I provided you with a table comparing salaries in Ontario universities and doctoral and comprehensive universities in the United States between 1990-91 and 1994-95. These data show that salaries in Ontario increased less rapidly than in U.S. doctoral universities but marginally more rapidly (110.8 as opposed to 110.4) than in U.S. comprehensive universities. However, due to higher inflation in Ontario, real salaries have in fact declined relative to both doctoral and comprehensive universities in the United States. At the rank of Assistant Professor, the salary trend in Ontario is substan-

*Reprint: October 31 letter was addressed to Dr. David Smith, Chair, Advisory Panel on Future Directions for Postsecondary Education, Ontario. OCUFA is particularly concerned about any changes to the funding model which involve separate funding for research and teaching — an alteration which would ultimately undermine the quality of teaching.*

tially lower than in either of the two U.S. comparator groups. The deterioration in salary levels in Ontario compared to the United States has been substantial, particularly at the junior ranks.

The table provided by the University of Toronto Faculty Association listing salaries in a number of institutions in the United States demonstrates how uncompetitive University of Toronto salaries are in relative terms. Further, Statistics Canada data demonstrate that salaries for colleagues in other Ontario universities are even lower than the University of Toronto.

Declining research opportunities in Ontario provide an additional competitive disadvantage for our universities, particularly at the senior ranks. Others, including COU, have provided the panel with data showing declining funding from the federal research councils. In addition, Ontario universities receive significantly less funding through federal grants and contracts when compared to a selection of comparable private and public institutions. In 1991-92 American private universities received over \$9,000 per student from such sources. American public universities received over \$4,400 per year. In comparison, Ontario's largest institutions received only \$1,600. Cuts at both the federal level and in provincial transfers are having a devastating effect on our capacity to pursue research. Shrinking research opportunities may well be our primary competitive disadvantage as we attempt to retain qualified academics.

The different provisions for stipends for the primary researcher

in Canadian and American research funding puts Canadians at a further disadvantage. Canadian research grants, with only rare exceptions, do not allow the primary researcher to receive a stipend from the grant. In the U.S. stipends to the primary researcher and others are frequently allowed. These stipends often supplement salaries which are already higher on average than in Ontario.

A number of universities, including the University of Ottawa and the University of Toronto, have provided the panel with comments and illustrations highlighting the difficulties these institutions have faced in attempting to retain qualified academics. I am certain that similar examples can be found throughout the system.

In the discussion between OCUFA and the panel on the issue of a tiered university system, a member of the panel commented that the system is already tiered. I would like to clarify OCUFA's position on this issue.

The terms "research intensive" and "teaching" universities are often used to describe the Ontario system. By "research intensive" we normally mean those larger institutions which have the full range of graduate, professional and quasi-professional programs. The term "teaching university" is used to describe smaller institutions which support a more limited range of graduate, professional and quasi-professional programs. If this is the kind of tiering Professor Cameron was referring to, we would agree that this accurately describes the system as it currently exists.

OCUFA's concerns about "tiering" involve not rationalization of graduate, professional and quasi-

professional programs, but rather the growing trend toward divorcing active engagement in research from teaching. Universities offer eight to ten month limited-term teaching contracts which do not provide for a paid research term. Limited-term employees are often assigned additional teaching with a consequent reduction in research expectations. In both cases we have exploited the recent research activities of young scholars while at the same time reducing their opportunity to remain engaged fully in research.

OCUFA believes that excellence in teaching at this level can only be sustained by an active engagement in research. When this issue was raised in the 1994-95 OCUA funding review, there was virtual unanimous opinion on this question not only from faculty but from university administrators, students and others. This research imperative is present in "research intensive" and in "teaching" universities. This research imperative is reflected in workload distributions which are comparable in all institutions.

We are particularly concerned about any changes to the funding model which involve separate funding for research and teaching. We believe this would lead in time to an alteration in the distribution of workload between teaching and research which in turn would ultimately undermine the quality of teaching. All academics, even those in our smaller "teaching" institutions, must be provided with the opportunity to fully pursue research which in turn must inform and sustain their teaching.

I would again like to thank you and the Advisory Panel for providing OCUFA with the opportunity to present and discuss our concerns. We look forward to continuing the dialogue as the panel prepares its report to the Minister. ■

(Michael J. Piva is President of the Ontario Confederation of University Faculty Associations (OCUFA).)

The advisory panel is to submit its report by December 15, 1996.

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# Fin de la grève à Trent

SUITE DE LA PAGE I

nellement entre tous les postes budgétaires et qu'une formule à cet effet soit prévue dans le contrat de travail. En retour, l'association de professeurs garantirait le maintien de la tradition de l'université de fournir un enseignement de grande qualité.

La caisse de retraite illustre à son tour l'état des relations de travail à l'Université Trent. Lorsque le conseil d'administration a décidé de puiser dans la caisse de retraite, l'association l'a poursuivi en justice et a eu gain de cause. L'administration a appelé du jugement. Des griefs relatifs aux pensions suivent présentement la procédure de règlement de griefs et d'arbitrage.

L'association de professeurs a proposé que toutes ces questions soient réglées à la table de négociation,

ce qui aurait évité à l'université d'engager des frais de justice considérables à l'égard de ces causes. L'administration a refusé. Elle a également refusé d'apporter des modifications mineures au mécanisme de pension qui auraient été entièrement acquiescées à partir du surplus de la caisse de retraite. Voilà un bon exemple d'une fâcheuse inefficacité.

L'appui à la grève a été unanime en partie parce que la plupart des universitaires ont reconnu que l'administration n'avait pas négocié sérieusement pendant les huit mois que les deux parties ont tenté d'obtenir une convention collective.

L'administration s'est tout bonnement contentée de s'en tenir à sa position originale. Pour nombre d'universitaires de Trent, il a semblé que certains membres

du conseil d'administration cherchaient à se venger de la grève de 1991 et de l'entente conclue. Il leur importait donc peu que leur intransigence entraîne l'annulation de la session pour les étudiants.

Kevin Burkett, le médiateur, a mené sans succès une médiation intensive pendant la fin de semaine précédant le déclenchement de la grève. Vers la fin de la deuxième semaine, la médiation a repris. L'association des professeurs a proposé l'arbitrage de tous les différends non réglés. Elle a aussi bien fait comprendre qu'elle était prête à poursuivre la grève si l'administration ne voulait pas bouger. ■

Les détails de l'entente paraîtront dans le numéro de janvier du *Bulletin*. Pour plus d'information, consultez le site W3 de la TUFA — <http://www.pipcom.com/~tufa>.

# Strike at Trent

FROM PAGE I

members of the board of governors were simply interested in revenge for the 1991 strike and settlement and did not care that their intransigence might well cost the students their term.

There had been intensive mediation on the weekend before the strike with Kevin Burkett as mediator. That mediation had failed. Near

the end of the two weeks, mediation recommenced. The faculty association proposed arbitrating all outstanding differences. It also made it clear it was prepared to continue the strike if the administration was not prepared to move. ■

Details of the settlement will be in the January *Bulletin*. More information also available at the TUFA web site — <http://www.pipcom.com/~tufa>.

## Call for Applications

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ACUNS/ASIL Summer Workshop  
Brown University, Box 1983  
Providence, RI 02912-1983  
Attn: Program Assistant  
Tel: 401/863-1274  
Fax: 401/863-3808

*Funding for this workshop is provided by the Ford Foundation.*

# Universities Brought to a Halt

FROM PAGE I

rises last year, of up to 19 per cent in some cases.

A meeting with the employers on Dec. 6 did not make any progress towards a settlement but the employers' representatives did agree to involve the government conciliation service in further talks. The pay dispute has come on top of a campaign which has been building throughout the year to reverse the funding cuts. There was some sign that this was beginning to bear fruit when for the first time anyone can recall the Chancellor of the Exchequer specifically mentioned higher education when delivering his Budget speech to Parliament. The extra funding announced however was a disappointing £100 mil-

lion for each of the next two years. This in effect means that 3 per cent cuts budgeted last year have been reduced to 0.7 per cent. The AUT believes that the only effective way to produce a lasting solution to the problem of academic pay is the establishment of an independent pay review body, such as those which have served groups like medical doctors, nurses, the armed forces and senior civil servants well in recent years, not forgetting the Members of Parliament who voted themselves a 26 per cent rise this year on the strength of a pay review body recommendation.

The one day strike and continuing withdrawal of co-operation are certainly having an impact but it is possible that more action will be required before the vice-chancel-

lors give proper priority to staff pay and join in pressing government to establish a mechanism which will lead to a longer term restoration of academic pay. Consideration is now being given to escalating the action to include a boycott of admissions and examinations procedures. These are measures AUT members would take with reluctance, but we have been pushed so far and the message of Nov. 19 was clear — enough is enough. ■

(Malcolm Knight is Assistant General Secretary of the Association of University Teachers of the United Kingdom.)

\* Typical academic salary in the UK after 10 years post PhD experience is £25,035.

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# Arguing the Case for Tenure

## The Case for Tenure

Matthew W. Finkin (ed.),  
Cornell University Press, Ithaca,  
1996; 211 pp.

BY DONALD SAVAGE

**T**HIS IS AN IMPORTANT AND useful book but not without some flaws. Matthew Finkin is Professor of Law and Industrial Relations at the University of Illinois. He has written extensively on university employment relations and has been an advisor to the American Association of University Professors.

The book is a collection of readings from court cases, investigations of universities and colleges, other monographs and the like interspersed with commentary by Professor Finkin.

It takes the reader through general arguments on the importance of tenure and the likely negative results of alternative arrangements. It then deals in some detail with the idea of probation in the university, due process in dismissals, economic arguments concerning tenure and resource allocation, financial exigency, the effect of the abolition of mandatory retirement, post-tenure review and the new criticism. In this way it provides a whole series of useful texts of what tenure is and is not and how it operates.

Although the book is focussed entirely on the United States, many of the arguments are just as applicable to Canadian universities. But the legal regime is different in some important ways.

For example, the United States has the First Amendment while we have the Charter of Rights. Even so, Finkin argues that the First Amendment is a thin basis on which to hang an argument that tenure is unnecessary because academic freedom in the United States is coterminous with that Amendment. He points out that the First Amendment only applies to public institutions and not to private ones such as Harvard or Yale, or, at the other extreme, to the private Bible colleges.

Furthermore, it only applies to speech that involves discussion of public policy and does not protect against those, for example, who criticize their own universities or who are involved in ideological curriculum wars within their departments.

In Canada many have argued that the Charter of Rights provides sufficient free speech guarantees for academics. However, the Supreme Court of Canada has held that the Charter only applies to the operations of government, that universities are not operations of government even when mainly financed by

them, and that therefore the Charter does not apply. The Supreme Court said that the lack of Charter rights was not a serious impediment to academic freedom because tenure provided the necessary safeguards.

The enemies of tenure usually suggest some form of five-year renewable contracts. However, various authors in the book point out that if a department is always reviewing some of its members for continuation, there will be a premium for renewal because those making the decisions will soon be reviewed by the rest of the department. Furthermore such arrangements also encourage quantity rather than quality in research. The inclination will also be to safe rather than risky research and teaching as these might challenge the assumptions of other faculty, students or the board of governors and it would not be wise to offend those involved in the renewal process.

Any form of continuous individual review of this kind is also enormously expensive, even more so if external reviewers are used.

There are some horror stories in the book, in particular the saga of cutbacks at San Diego State which in the end were rescinded. Here was a test case of

the argument that the university should cut some departments entirely or deeply in order to retain an excellent core. The announced criteria were so various and their application so arbitrary that a AAUP investigating committee concluded that they were entirely capricious. Nor did the process protect women, visible minorities or the young as advertised since faculty in all three categories were laid off.

Finkin quotes a letter from an untenured professor at San Diego State who noted that many of the untenured who remained were seeking a job elsewhere because the university "...is no longer a safe place to live one's academic life. We have all reached the painful conclusion that cultivating and maintaining a political stance harmonious with, or at least not antagonistic to, the present administration will make a significant difference to our promotion, tenure and ultimate retention as faculty members..." So much for the cutting edge.

Where this book falls down is in its lack of significant discussion of some of the more recent problems raised by feminists and by other dissenters about how to deal with allegations of discrimination against women, visible minorities or the young.

As an epilogue Finkin prints an exchange of correspondence in the *Washington Post* in 1995 in which Robert M. O'Neill, the former president of the Universities of Wisconsin and Virginia defended the continued need for tenure. He noted a number of academics in the Clinton administration who had either been forced to resign or failed to get confirmation because of their controversial views. O'Neill pointed out that when they returned to academia, they would be protected by tenure in the expression of their views to the benefit of society.

One of these was Dr. Jocelyn Elders, the Surgeon General of the United States, who, after resigning her post in Washington, found that Arkansas legislators would make a determined effort to prevent her return to the Arkansas School of Medicine because they did not like her views. Dr. Elders spoke to a meeting of the AAUP: "The thing that allows me to be here," she said, "is your 1940 *Statement of Principles on Academic Freedom and Tenure*." ■

(Donald Savage is the Executive Director of CAUT.)

Professor Alan Andrews (Dalhousie) is the Bookshelf page editor; facsimile: (613) 820-2417; e-mail: andrews@is.dal.ca.

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# SWC Conference Looks at Ways to "Do Equity"

THE 1996 CAUT STATUS OF Women Committee conference on "Doing Equity" took place in Halifax on Oct. 24-27. Activities included a workshop entitled "Coping with Loss and Betrayal in the Workplace," a networking session for feminist researchers, and the Sarah Shorten Award dinner in honour of the 1996 recipient, Elizabeth Fox Percival (University of Prince Edward Island).

The keynote address, "Doing Equity: For Show or for Sure?" was given by Esmeralda Thornhill (James Robinson Johnston Chair in Black Canadian Studies, Dalhousie) who noted there are glaring contradictions between our theoretical commitment to ending inequity and its current implementation.

Opponents of changes designed to achieve fairness transform themselves into victims of special interest groups and boomerang blame onto victims of discrimination in the court of public opinion, she said.

Racial discrimination needs closer scrutiny inside and outside the academy. Minority faculty are embattled for professional and personal survival.

Racism is not invented by individual perpetrators; it is embedded in white-centered society. White people are taught to see their own lives as normal, and to perceive the focus of equity work as making "them" more like "us."

When racism is mentioned the response is anger, and instinctive repression and denial. Black people, by contrast, recognize from an early age that the equation of black skin colour with inferiority continues. Black Canadians still have to prove our humanity over and over to the world, the courts, our employers, and our unions, said Professor Thornhill.

Universities must credentialize and make room for the authentic voices of those who have previously been excluded on the basis of race. Faculty associations and university administrations should acknowledge that collective agreements and other legal enforcement mechanisms have not met expectations for change, and seek the legal and factual expertise that will truly make equity a reality on our campuses, she said.

## Systemic Discrimination Stream

Three lawyers (Maureen Webb, CAUT; Jonathan Alger, AAUP; and Cynthia Wilke, a Toronto labour lawyer) explored legal issues faculty associations face in employment discrimination cases, including evaluation of legal merits and litigation strategies.

Discrimination cases are complex, but with a sound grasp of legal principles faculty associations

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can provide sound guidance to complainants, educate their university administration and win at arbitration.

Labour legislation imposes a duty not to act in a manner that is arbitrary, capricious, discriminatory or otherwise wrongful to members. Faculty associations that refuse to handle discrimination cases could be subject to a "fair representation" complaint.

Human Rights legislation could apply to a faculty association if it directly participates in conduct that has a discriminatory impact. Advocates who are not members of the relevant equity-seeking group should recognize that they are not well-equipped to understand discrimination that lies outside their personal experience. They should listen carefully and respectfully to complainants.

CAUT's lawyers see many cases involving allegations of discrimination arising as appeals from denial of tenure, promotion, or sabbaticals, under sexual harassment policies, or as grievances under non-discrimination, fairness, salary equity, pension, or academic freedom clauses in collective agreements.

Such controversies may also fall within federal or provincial human rights codes, the Federal Contractors Program, pay equity, employment standards, occupational health and safety legislation, or civil tort law.

Group characteristics (e.g. gender, race, disability, sexual orientation) and grounds (e.g. a hostile working environment such as discrimination in terms and conditions of employment) for discrimination claims were discussed.

Proof of discriminatory intent is not a prerequisite for a successful discrimination claim. Remedies are available for direct, adverse effect and systemic discrimination.

Legal requirements and direct, circumstantial or statistical evidence needed to establish each kind of discrimination were explored. Choice of forum issues (e.g. time limits, exhaustion of remedies, costs, efficiency), disclosure of documents, academic freedom, legal strategies to address retaliation against complainants and their allies, settlements and remedies were also analyzed.

Presentations by three CAUT officers then served as the catalyst for a brain-storming session on political strategies for handling equity disputes.

CAUT President Bill Bruneau noted it is essential that terms of reference for investigations be crystal clear and investigations not be held in secret. Curriculum reform should take place through university Senates.

Formal and informal power relations with the university require close scrutiny, the CAUT president said. We must be courageous in addressing equity problems, and face up to the fact that they are not going to go away.

Joyce Lorimer, past-president of CAUT, described a case where an equity dispute was successfully mediated through active, early, co-operation of the faculty association and senior administrators. Dr. Lorimer recommended the development of an "early warning network" of people within departments who would alert faculty associations when an equity controversy arises. It is also helpful to have observers to exchanges between participants in an equity conflict, in order to maintain civility.

Jennifer Bankier, chair of CAUT's Status of Women Committee, discussed strategies for persuading senior administrators to co-operate.

With "honourable conservatives" it may be necessary to define issues using familiar concepts such as academic freedom and fairness, she said.

With careerist administrators, resistance may reflect fear of adverse publicity or a belief that members of equity-seeking groups do not have financial, social or political power. Such administrators must be convinced that adverse publicity ultimately resulting from a refusal to acknowledge inequity (e.g. an arbitration award or human rights decision explicitly finding discrimination by their administration, media press releases by equity groups, a complaint to the Federal Contractors Program that adversely affects university funding) is more harmful than mere acknowledgment that inequity exists and must be fixed.

## Part-timers Stream

Part-timers gave a consistent picture of their working conditions — and their future. What was true in Nova Scotia was also true in Ontario and Saskatchewan and British Columbia. Across the country, administrators have for decades used the category of "part-timer" to solve their budgetary and planning difficulties.

A part-timer is "cheap," will often accept teaching loads much heavier than those of tenured colleagues, will accept salaries at one-half or even one-third the going rate, will teach in classrooms separated by large distances, and work without any hope of secure employment.

They teach and they work well...and yet they are easily discarded. They provide what administrators like to call "flexibility" — but flexibility based upon unfairness and inequity.

The unfairness is obvious — part-timers who do essentially the same jobs as full-time faculty over many years deserve to be treated in the same way as their full-time counterparts. The inequity is even more obvious — by far the majority of part-timers are women.

At the conference, the idea of "doing equity" was at centre stage, and it was very much at the centre of part-timers and full-timers who came to Halifax. For one thing, it became clear at the sessions on part-time employment that equity, if it is to mean much, has to be lived, felt and acted on in the legal and the political senses.

The problems of part-timers are the problems of all Canadian academics. If due process is failing part-timers, then due process may not be available for anyone in the future. If equity-seeking groups are over-represented among part-timers (as they are), then universities have a double problem.

Participants agreed unanimously that this is a problem that can't wait to be solved in the indefinite future. It needs attention now, as governments and administrators are turning to sessional and part-time contracts as a way out of a commitment to fairness and true quality in higher education.

The part-timers' discussions included statistical, legal, and historical descriptions of sessional employment in English Canada since the Second World War.

Each discussion ended with concrete recommendations for change: a proper seniority system; tests for equitable treatment in working conditions and salaries; proposals for faculty associations to take to their bargaining tables; and a set of ways that would change the climate and the expectations of departments who do not often "see" the part-timers among them.

It is time that part-timers be seen as teaching researchers,

properly paid, and humanely treated — not seen as "go-fers" or as answers to temporary administrative problems.

## Teaching Stream

"Doing equity" with respect to the theory and action of university teaching presents a landscape of adventure and challenge. The language of inclusivity sets up contradictions with which we struggle both in our classrooms and with one another. These struggles were evident in the scope of the workshops and panel, and in the debates that ensued within each session.

The teaching workshops addressed issues from various locations — from teaching as a political and moral act to strategies within the classroom, toward a mechanism to present what we do in the classroom in a way that is understood by others who may be in a position to judge our activities.

Panelists also approached equity in the classroom from the locations of class relations, access to university education by persons with disabilities, and how equity is to be achieved in university and classroom situations attended primarily by women.

The workshops included opportunities to sort through approaches to teaching that tanged from the use of music as a metaphor for teaching and learning to what music might teach us about the nuances and contradictions of voice, sound and presence in the class.

Discussions also provided an opportunity to examine classroom interventions that can move volatile situations to realistic and less-explosive interactions. Strategies were also developed regarding how to learn more effective teaching and how to present that teaching within a lecture-based tradition.

Collaborating with peers and students about theoretical and practical ways to keep teaching central in our work was discussed while remembering that teaching can be a political act.

Teaching was considered in the context of the university itself where education is associated with the allocation of privilege and power through relations of class, race, gender and sexuality. While strategies and concrete suggestions emerged in each session, participants clearly indicated the desire that issues of teaching and our roles as teachers and learners continue on the CAUT conference agenda. ■

Report prepared by Jennifer Bankier, Chair, CAUT Status of Women Committee; Bill Bruneau, CAUT President; Barbara Herringer, CAUT Status of Women Committee.



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**UNIVERSITY OF ALBERTA — The Department of Anthropology, University of Alberta**, seeks a social-cultural anthropologist with a specialization in aboriginal issues emphasizing ecological and ethnohistory. Preference will be given to candidates with an applied orientation and a circumplex focus. A PhD is required and the successful candidate will show evidence of an ongoing program of research and publication and a commitment to teaching and graduate supervision. The position will be tenure track at the junior Assistant Professor rank (current salary range for Assistant Professor is \$35,230 - \$55,578).

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at the level of Assistant Professor and candidates must have a PhD and postdoctoral research experience. Candidates should forward a curriculum vitae, list of publications, a one page statement of research and teaching interests and the names of three referees to: Dr. Susan E. Jensen, Department of Biological Sciences, CW403 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E9. E-mail: [susan.jensen@ualberta.ca](mailto:susan.jensen@ualberta.ca). For additional information about the department see: <http://www.biology.ualberta.ca/>. Closing date January 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

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**UNIVERSITY OF TORONTO — The Biology Group at the University of Toronto at Mississauga (Erindale College)**, invites applications for a full-time appointment at the Tutor level. The appointment would be effective July 1st, 1997. Applicants must have a PhD. Degree and demonstrated excellence in teaching. The successful candidate will be expected to be innovative in undergraduate teaching, to coordinate biology laboratories, and to counsel undergraduates. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian Citizens and Permanent Residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto

encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples and persons with disabilities. The position is conditional on budgetary approval. Applications, including a curriculum vitae, brief statement of teaching ideas and interests, and three letters of reference, should reach Professor Daryl Gwynne, Chair, Search Committee, Biology Group, Erindale College, University of Toronto at Mississauga, Mississauga, Ontario, L5L 1C6, Canada by January 31st, 1997.

## BUSINESS

**YORK UNIVERSITY — The Schulich School of Business** (formerly the Faculty of Administrative Studies), York University invites applications for a tenure-track appointment in Finance. The position is a tenure-track appointment at the Assistant or Associate level. Demonstrated research and teaching excellence is required. Although the fields of research and teaching are open, we are especially interested in those with interests in investments. Interest in international aspects of finance is desirable. Demonstrated ability and willingness to teach and supervise PhD students is preferred. Interest in interacting with the investment community is desirable. Excellent publication record or potential, and a completed PhD are required. Salary for the position is commensurate with qualifications and experience. The Schulich School of Business has 600 BBA students, 1500 full and part-time MBA students, and 40 PhD students, making it Canada's largest graduate business school. A Financial Services Program offers additional



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The University of Alberta Library System, with its strong tradition of service excellence to the University and its communities, seeks a dynamic and innovative leader to manage the operations of the Science and Technology and Health Sciences Libraries, and participate as a member of the Library's Senior Administrative Team. As a member of that team you will be expected to participate in the system-wide promotion and integration of technology, and keep abreast of changing trends and initiatives that are re-shaping libraries in the science and health sciences spheres.

The University of Alberta Library is Canada's second-largest research library collection with a current collection of over five million volumes. The Library has developed unique relationships with the broader community through NEOS, a central Alberta consortium consisting of nineteen government, hospital, college and university libraries, and through University Information Enterprises (UIE), an innovative business unit that seeks to identify and develop products and services that meet information needs. You would play a role in sustaining services such as UIE's Health Knowledge Network, which provides access to health sciences literature in support of health care professionals throughout Alberta and the Canadian Territories.

The Science and Technology and Health Sciences Libraries (with associated branches and specialized collections of maps and circumplex materials) comprise two of six major subject libraries within the Library System. You would be responsible for a staff of 40 FTEs, 2.25 million volume equivalents, with an annual materials budget of \$3.5 million.

The University of Alberta has a clear vision — to be indisputably recognized as one of Canada's finest Universities. The University's vision of the optimum environment for learning and research demands major investment in information technology infrastructure. You would be challenged by the opportunity to co-ordinate the use and integration of new technologies and develop new and innovative information services. Your qualifications should also include a Master's degree from an accredited library program and at least seven years of progressively more responsible experience, particularly within science or health sciences libraries.

Salary Range: \$59,929 — \$82,523 per annum

Deadline for Application: January 15, 1997

Please mail of fax your resume in confidence to:

**Sieglinde Rooney  
Associate Director (Operational Support Services)  
5-02L Cameron Library  
University of Alberta  
Edmonton, AB T6G 2J8  
Fax: (403) 492-8302**

Visit our website at <http://www.library.ualberta.ca>

*The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.*

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## Chair of Chinese and Bilingual Studies (Tenable Immediately)

The Hong Kong Polytechnic University is a large and dynamic institution of higher education offering over 200 courses, in a wide variety of subjects, and at levels ranging from Higher Diplomas and Bachelor's degrees through to Master's and Doctoral degrees. The current number of enrolled students is approximately 20,000, with a full-time equivalent student population of around 13,500. The academic structure consists of six Faculties, comprising 26 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres.

The post of Chair of Chinese and Bilingual Studies is available in the Department of Chinese and Bilingual Studies which with two other departments — the Department of English and the School of Design — constitutes the Faculty of Communication.

The Department of Chinese and Bilingual Studies offers a two-year part-time Master of Arts degree course in Chinese Linguistics and two three-year full-time Bachelor of Arts (Honours) degree courses in Translation and Chinese, and in Language and Communication. A two-year full-time Higher Diploma in Bilingual Communication is expected to be launched in 1997.

In the area of Chinese language teaching, the Department currently provides optional training to students in the University at large under a Chinese Language Enhancement Programme. In addition, Chinese language teaching is provided for certain programmes hosted by other academic departments, as an integral part of their curricula. Following the scheduled partial implementation (in 1997) and full-fledged implementation (in 1998) of mandatory Chinese language training for all full-time undergraduate and sub-degree students in the University, this will become a major academic activity within the Department.

The Department has an active research profile. Currently some 22 projects are in progress. These include projects being undertaken by 8 PhD and 3 MPhil students, and 5 large scale research projects with funds awarded directly from the University Grants Committee (UGC).

The Department has a full-time staff establishment (1996-97) of 52, composed of 40 academic staff and 12 clerical and technical support staff. This establishment includes 14 academic and 2 support staff on the Chinese Language Enhancement Programme. The establishment is expected to expand with the implementation of the above-mentioned mandatory Chinese language training. The appointee will be expected to provide academic leadership across the Department in both teaching and research, and may be offered a concurrent appointment as Head of Department.

Applicants should have a doctoral degree with an international reputation of scholarship in preferably more than one of the following areas: Chinese Language Teaching, Chinese Linguistics, Translation and Bilingualism. A strong commitment to excellence in teaching and research, a distinguished record of research and publications, demonstrated success in external competitive grant applications, substantial relevant academic management experience at a senior level, and the personal qualities to lead a rapidly developing department are also expected.

### Salary and Conditions of Service

Salary is within a range and not less than HK\$1,084,560 per annum. (CAD\$1 = HK\$5.8 as at 28 October 1996)

Initial appointments at this level are normally made on a fixed-term gratuity-bearing contract of four years. Re-engagement thereafter is subject to mutual agreement. Other benefits include leave, subsidized housing, medical and dental schemes, passage and children's local education allowances.

### Application

Applicants are invited to send in detailed curriculum vitae (in duplicate) with names and addresses of three referees to the Personnel Office, Room A6426, Core A, Chung She Yuen Building, The Hong Kong Polytechnic University, Hung Hom, Kowloon (Fax: 2764 3374; E-mail: [post@polyu.edu.hk](mailto:post@polyu.edu.hk)) before **January 15, 1997**. Candidature may be obtained by nominations. The University reserves the right not to fill this post or to make an appointment by invitation. General information about the University and the post advertised is available at the University's World Wide Web server <http://www.polyu.edu.hk>.



## CAUT BULLETIN ACPPU 12 DECEMBER 1996 DÉCEMBRE



144 Canada. Candidates should arrange for at least three letters of reference to be sent to the following address: *Chair, Professorship to Professor Thionnet at thionnet@profs.utoronto.ca or 416-878-7196*. The attention of the Chair should be given to the University advertisement, that is presently available on the University's downtown campus. A separate advertisement will be sent to the University's advertisement. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (Permanent residents of Canada. In accordance with its employment equity policy, the University will accept applications from individuals of all ages, ethnicities, languages, and abilities, including men and women, members of visible minorities, aboriginal people, and persons with disabilities. Qualified candidates and persons with disabilities are encouraged to apply.

**UNIVERSITY OF MANITOBA**—Applications are invited for one full-time tenure-track position, Assistant Professor level, commencing July 1, 1997, or as soon as possible thereafter. Minimum qualifications are a PhD in Computer Science and a strong research potential in applied computer science. First teaching experience will be considered an asset. Areas of programming languages and compilers, software engineering, operating systems, networks, and parallel systems, though not exclusive, are desirable. Duties will include undergraduate and graduate teaching and supervision, research and publication. Salary is commensurate with experience is \$40,865 to \$62,599. The University currently has 23 full-time tenure track faculty members and a number of term appointments, including graduate students, postdoctoral fellows and graduate programmes. Including cooperative programmes. We currently have over sixty graduate students. The University is a large research-based one which has recently been in an expansionary phase. Both the undergraduate and graduate curricula have been extensively revised and expanded. The University provides excellent financial support for both teaching and research. Current and planned departmental facilities include numerous UNIX workstations, a Windows-based personal computer lab, a software development and testing laboratory, and numerous other research laboratories and personnel. The University is a member of the Western Department has well equipped UNIX and object-oriented teaching labs. The University Computer Centre provides virtually unlimited access to UNIX workstations and a number of other computer frame computing facilities, as well as Internet connections. This is an excellent opportunity for an individual to contribute to the development of a new ground floor of an exciting Department. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of parks, museums, theatres, and sports facilities, many opportunities nearby for all types of outdoor activities in all seasons. The University is a member of the University of Western Canada to the home buyer, the

**UNIVERSITY OF TORONTO - Computer Science.** Applicants are sought for a tenure-track position in computer science at the University of Toronto. The position is in the Department of Computer Science and the appointment will be made at the rank of Assistant Professor. The university's teaching and research activities in computer science are diverse and the position will be expected to contribute to the present and future of the department in the Greater Toronto Area. Duties of the present position will include teaching undergraduate courses on the Scarborough campus, teaching graduate courses, supervising graduate students, engaging in research and the supervision of graduate students. Excellent candidates from all areas of computer science are encouraged to apply. We are particularly interested in candidates with demonstrated excellence in, both teaching and research. The areas of expertise in which our needs are greatest are operating systems, networks, artificial intelligence, databases, and related topics. We especially value individuals with a broad knowledge of computer science. Applicants must hold, or expect to shortly receive, a Ph.D. in computer science or a related field. Applications, including a CV and research statement, should be submitted by 31 January 1995 to Professor J. Thompson, Chair, Division on Computer Science, University of Toronto, 270 Spadina Avenue, University of Toronto, Scarborough, Ontario M1S 1A5.

**UNIVERSITY OF WATERLOO**—Department of Computer Science. The University of Waterloo is a leading research and teaching institution in the faculty positions in Computer Science. The Department prides itself on being a leader in computer science education and home to a distinguished faculty with a wide range of backgrounds. Because of its recognized strengths and breadth, the Department is able to attract outstanding faculty members from both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Successful applicants will be expected to develop and deliver high quality lectures to undergraduate students and provide stimulating learning environments and contribute to the administration of the Department. Of particular interest are candidates whose teaching and research expertise fall within the areas of: algorithms, data structures, data systems, data structures design, distributed systems, operating systems, programming languages, or computer architecture. For consideration, an equivalent is required, with evidence of outstanding research accomplishments or potential and evidence of excellence in teaching. Salary and benefits will be commensurate with experience. The Department of Computer Science is an equal opportunity employer. The Department is a key participant in the Information Technology Research Centre (ITRC), a provincial Centre of Excellence in Information Technology. Excellent offices, laboratories, and computing facilities, in addition to a supportive support staff, provide a pleasant environment for research and teaching.

**YORK UNIVERSITY** — Faculty of Pure and Applied Science, Department of Computer Science, is seeking applications for a full-time, permanent and contractually limited-term position as an assistant professor level. The Department is now accepting applications from individuals who have a strong interest in applied areas such as computer software systems, parallel processing and architecture, pattern programming languages, database systems, and artificial intelligence. Applicants from other areas are also encouraged to apply. Applicants must have a recent doctoral degree in computer science or a related field, and the potential for excellence in research and teaching. We are seeking individuals with a strong background in both graduate and undergraduate levels. The successful candidate will be expected to supervise more than 25 faculty members, and has recently moved to expanded facilities in the new Computer and Computer Science Building, formerly the Faculty of Science Building. York University is the third largest university in Canada. It is located in Metropolitan Toronto and has a long history of excellence in research in Computer Science, with CV and the names of four well-known scientists to cite: Michael Jenkin, Seymour Lipsitz, John McCarthy, and Seymour Benzer. Applications, with CV and the names of four references should be sent to: Michael Jenkin, Senior Lecturer in Computer Science, York University, 138 CCB, Faculty of Pure and Applied Science, York University, North York, Ont. M3J 1P3. Applications should be received by December 15, 1997. Applications received after this date but before February 15, 1997 may also be considered. If positions are still available, York University will accept applications from women and minorities, including affirmative action for women faculty, in accordance with Canadian immigration requirements, and the development is directed to Canadian women and minorities.

**UNIVERSITY OF ALBERTA** — Department of Computing Science. Applications are invited for three tenure-track positions at the Assistant Professor level in the areas of: (1) computer networking, one in the area of multimedia systems, and one from the area of artificial intelligence, computer graphics, computer vision or database systems. The successful candidate will be a part of a general expansion of the Department. The successful candidates in the first two positions should have strong software systems background. The successful candidate in the third area of Computer Science will also be considered for the third position. Responsibilities for all positions include research as well as teaching in the graduate program. The successful candidate is expected to provide support services provided to the successful applicants for establishing their research programs. The Department is located in Edmonton, Alberta, has a staff of 31, offers a graduate program with over 100 M.Sc. and PhD students. Current computer equipment consists of a network interconnected 386 PCs, 486 PCs, and 3000 series minisupercomputers. SGI servers, Sun 486 servers, and

Microsoft Systems laboratories, a new HD Imaging Systems laboratory, and one Intel 486 laboratory. There are well supported research laboratories in: algorithms, artificial intelligence, cognitive science, education, communication networks, computer graphics, computer vision, data bases, distributed systems, and tele and distributed systems, and software engineering. A new multimedia research lab and institute has just been started. The salary offered will be commensurate with qualifications and experience. We are seeking individuals with a PhD or equivalent references and up to three reprints or copies of important publications. A PhD or equivalent is the minimum qualification; new PhDs should include a copy of their transcript. Applications should be sent to: Dr. G. Sorenson, Department of Computer Science, University of Alberta, Edmonton, Alberta, Canada T6S 2H1. E-mail: gorenson@cs.ualberta.ca. The position is permanent commencing on 1 July 1997. Please send applications to: Dr. Paul G. Sorenson, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6S 2H1. E-mail: gorenson@cs.ualberta.ca. The University of Alberta is committed to the principle of equality in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including those with physical and mental disabilities, members of visible minorities.

**YORK UNIVERSITY — Division of Humanities Program in Creative Writing.** Applications are invited for a tenure-track appointment at the assistant professor level in Humanities/Creative Writing (prose fiction and poetry), to commence July 1, 1997. Candidates must have a superior

The University of British Columbia invites applications for the position of Principal, St. John's College, to take office **July 1, 1997**. This is a new graduate residential college which will accommodate the first 36 residents in September 1997, and be phased-in to accommodate 178 residents by 1999. The College has been made possible by a generous donation from the alumni of St. John's University, which operated in Shanghai until 1952. The College will have a faculty of 10-12, and will accept students from all countries, fellows and visiting scholars from many countries, and in developing speakers' series and research that focus on international themes.

The Principal must be a distinguished scholar who possesses qualities of leadership, integrity and humanity. Administrative experience and community service in an academic setting are definite assets. The Principal will hold a tenured joint appointment at the professional rank in the Faculty of Graduate Studies and another academic unit in her or his area of specialization. The term of appointment is 5 years, with the possibility of renewal for a second year. The Principal will be expected to be involved in the College and play an integral role in the day-to-day activities of the College and the larger community.

In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Letters of application accompanied by a curriculum vitae and the names and addresses of three referees should be sent, before the closing date of **January 15, 1997**, to:



St. John's College Principal Search Committee  
c/o Dean Frieda Granot, Faculty of Graduate Studies  
University of British Columbia  
6371 Crescent Road  
Vancouver, B.C. V6T 1Z2  
Fax: (604) 822-9202

## The University of Calgary

**Responsibilities:** Maintain a productive, funded research programme in cognitive psychology, teach in the Department's graduate and undergraduate programmes, and contribute to university service activities.

**Qualifications:** Ph.D. in Psychology or equivalent, evidence of effective teaching and a demonstrated ability to conduct research in cognitive psychology. In addition, we are looking for someone who has research links with current Department research areas including ergonomics, perception, and behavioural neuroscience. Teaching experience in research design and quantitative methods is an asset.

Applications, including a statement of interest, curriculum vitae, recent publications, and three letters of reference should be sent by **January 15, 1997** to:

Dr. Charles Scialfa, Chair  
Cognition Search Committee  
Department of Psychology  
University of Calgary  
2500 University Drive N.W.  
Calgary, Alberta T2N 1N4  
(403)220-4951 Fax: (403)282-8249  
e-mail: scialfa@ucs.ucalgary.ca



[www.ucalgary.ca](http://www.ucalgary.ca)



The University of Manitoba anticipates research associate positions will be available over the next six months beginning January 1, 1997 in the following fields: Leisure Research, Human Performance Research, Health Promotion Research; Nutrient utilization by ruminants; Materials science, Microscopy, Materials testing; Mechanical property-microstructure relationships in metallic materials; Time-of-flight mass spectrometry; Laser Raman spectroscopy; Laser Raman spectroscopic physics; Mesoscopic magnetic systems; Experimental and theoretical atomic, molecular and optical physics; and Precise atomic mass determination by high resolution mass spectroscopy. Normally all positions require a PhD and relevant experience. Minimum starting salary: \$23,250/annum. Full range of staff benefits. The University of Manitoba is an equal opportunity employer. We are particularly interested in persons of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, bibliography and names of referees, should be sent to: The University of Manitoba, Department of Human Resources Development and External Programs, Room 206 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

The University of Manitoba

**Dalhousie**  
**University**



**The  
LANDMARK  
Consulting  
Group Inc.**

1455 Lakeshore Road  
Suite 206-S  
Burlington, Ontario  
L7S 2J1  
Fax: (905) 634-1882

**Dean, Faculty Computer Science**  
*Dalhousie University*

Applications and nominations are invited for the new position of Dean of the Faculty of Computer Science which will be created as a result of the amalgamation of Dalhousie University and the Technical University of Nova Scotia, on April 1, 1997. This position offers a unique opportunity for a creative and dynamic individual to guide the development of a new Faculty mandated by the Province of Nova Scotia to become a leading centre of teaching, research and outreach.

The new Faculty of Computer Science will bring together existing units with a combined complement of 19 faculty positions, 200 undergraduate majors, and 75 graduate students at the Master's and Ph.D. levels. New Faculty positions and other resources are committed to its expansion and development.

The Faculty will reside within a college of applied science and technology at Dalhousie University. It will enjoy great potential – through interaction with the University's eleven other Faculties, other research organizations, and industry – to develop multi-disciplinary programs and exploit research opportunities in a host of areas both academic and industrial.

The initial appointment will be for a term of five or six years, effective July 1, 1997, and may be renewed for a further term. Candidates must have achieved the level of distinction required for appointment at the full professor level in the Faculty of Computer Science.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University and the Technical University of Nova Scotia are committed to the principles of employment equity and encourage applications from all qualified persons, including aboriginal peoples, visible minorities and persons with disabilities.

Applications and nominations should be accompanied by a curriculum vitae and the names and complete addresses of three referees and should be sent to the address shown at left. The Search Committee will begin reviewing applications on February 15, 1997.



# CLASSIFIEDS

record of publications and demonstrated excellence in one or more of the following areas: 1) Twentieth-Century Literature; 2) Literary Theory; and 3) Popular Culture. Applicants should have experience in teaching at the university level and the appropriate scholarly and creative strengths to teach a variety of undergraduate courses in Humanities and workshop courses in Creative Writing. Duties may also include teaching in the Faculty of Graduate Studies. The successful candidate will be expected to administer the Program in Creative Writing as part of their service responsibilities. A PhD in literary studies and an established reputation in Creative Writing are required. Salary commensurate with qualifications and experience. Applicants should send a letter of application, including curriculum vitae and arrange for three confidential letters of recommendation to be sent to: Prof. Margot Gervais, Chair, Division of Humanities, Faculty of Arts, York University, 4700 Keele St., North York, Ont. M3J 1P3, Fax: (416) 736-5460. Applications must be received by January 22, 1997. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## CRIMINOLOGY

**SIMON FRASER UNIVERSITY** — The School of Criminology at Simon Fraser University invites applications for one tenure-track position at the Assistant Professor level for teaching in criminology at the graduate and undergraduate levels. (Positions subject to final budgetary approval). The candidate must have an LL.M. with demonstrated teaching interests in one or more of the following areas: criminal law and procedure, human rights law/procedure and practice, legal theory, and constitutional law. The teaching faculty is multi-disciplinary and, at present, consists of 23

members. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be determined, individuals from other countries will be considered. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The start date is September 1997, at a salary dependent upon qualifications and experience. Send a CV and the names and addresses of at least three referees, by 31 December 1996, to: Dr. Margaret A. Duggan, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6 (Tel: (604) 291-4305, Fax: (604) 291-4140).

## CROP SCIENCE

**UNIVERSITY OF GUELPH** — The Department of Crop Science at the University of Guelph invites applications for a full-time, tenure-track position in the area of Crop Breeding and Genetics at the rank of Assistant Professor. Candidates must have a PhD degree and demonstrated experience in conducting research. The position will be 85% research and 15% teaching. The successful candidate will be expected to develop a productive, innovative research program, supervise graduate students and teach fully at the graduate level. Research will include a field breeding program to release commercially viable, Ontario-adapted inbred which incorporate improvements to complement those of private industry, possibly including mycotoxin reduction, grain quality, the introduction of genes from other species and the development of other unique germplasm. Excellent laboratory, controlled environment and field research facilities are available. Superior communication skills and a broad knowledge in plant genetics, including biotechnology are essential. Salary will be commensurate with qualifications and experience. Applications, including curriculum vitae, University transcripts, a statement of research

experience, and the names of three referees, should be sent to: Dr. David J. Hume, Chair, Department of Crop Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1, Fax: (519) 763-8933; Email: dhume@uoguelph.ca. Canadian Immigration requirements: this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to attract diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

## DRAMA

**MCMASTER UNIVERSITY** — The School of Art, Drama & Music at McMaster University invites applications for a tenure-track position, effective August 1, 1997. This appointment, which is subject to final budgetary approval, will be made at the Assistant Professor level for which the minimum salary is \$33,891. Candidates must have a PhD, a demonstrated commitment to research and a proven record of teaching excellence at the undergraduate and graduate levels. Applications from persons who have expertise in arts criticism will receive priority. The successful candidate will be expected to contribute to a graduate program in Arts Criticism; to teach a range of courses in the undergraduate Drama programme which integrate the practice, history and theory directed producers and other theatrical activities; and to support the interdisciplinary direction of the School through a course in Media Studies/Communications. Interest and ability in technology-based learning will be an asset. The successful candidate will develop a complete CV and an example of the candidate's recent research, should be sent to: Dr. Hugh Hartwell,

Director, School of Art, Drama & Music, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8S 4M2. Candidates should send three referees to send letters directly to the School, and should arrange for the Director to receive undergraduate self-evaluation transcripts. Only complete applications will be considered. Candidates are responsible for ensuring that transcripts and letters of reference are received by the School. Applications received before January 15, 1997 will be assured of consideration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including Aboriginal people, persons with disabilities, members of visible minorities and women.

**THE UNIVERSITY OF ALBERTA, Department of Drama** invites applications for a position in Dance and Movement. Applicants are invited for a full-time, tenure-track appointment in Dance and Movement at the Assistant Professor level with teaching responsibilities primarily in the BFA Acting program. The position offers the opportunity to share dynamic leadership in a conservatory acting program in which students prepare to work in professional theatre, film, television and radio. The program integrates the artistic strengths of a diverse faculty, and pursues innovative change by an ongoing participatory process of self-evaluation. Critical to the methodology are team teaching and specialized coaching on acting projects. The position involves the teaching of dance techniques and the analysis and integration of movement in the actor's process as part of the BFA professional Acting program. The successful candidate will have a minimum BA degree in theatre, film, dance or drama, and a proven record of achievement in a variety of roles, styles and productions as a performer in a related field. The successful candidate will combine dynamic, tumbling, aerial or ballet techniques would be an advantage. The successful candidate will have opportunities to contribute to other teaching areas of the department. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next few years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Drama offers academic programs leading to BA, BA Honors and MA degrees and conservatory programs leading to BFA degrees in Acting, Design, Theatre and Dance. All BFA and MA programs prepare students for entry into the profession. Graduates from all programs have identifiable records of achievement on a national scale. Faculty are also required to engage in research and/or creative activity of quality, and to assume appropriate administrative responsibilities. Experience in theatre or film is equivalent in professional training and/or experience. Experience in directing and teaching for performance. Professional theatre experience. Facilities: The Fine Arts Building, with four performance spaces for drama, was designed specifically for the teaching of theatre arts, music and visual arts. The Timms Centre for the Arts, a separate and highly acclaimed theatre complex which opened in March 1995, contains a 300 seat performance space, a flexible playing space, rehearsal hall, green room, dressing rooms and scene, props and costume workshops. All working spaces have sprung floors. The appointment is effective July 1, 1997. The appointment will be at the Assistant Professor level (1996/97, \$33,230). Letters of application with full curriculum vitae should be sent to: David Barnett, Chair, Department of Drama, 3-146 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2G9. Phone: (403) 492-2274; Fax: (403) 492-9156; Email: David.Barnett@ualberta.ca. Applicants should send three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Deadline for letters of applications: January 15, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable women and men, including Aboriginal people, cannot be found, other individuals will be considered. The University of Alberta is committed to employment equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should arrange for three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Deadline for letters of application is January 15, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people.

**THE UNIVERSITY OF ALBERTA, Department of Drama** invites applications for a position in Acting. Applicants are invited for a full-time tenure track appointment up to the floor of the Associate Professor level, with teaching responsibilities primarily in the MFA Directing and BFA Acting programs. The position offers the opportunity to share dynamic leadership in conservatory directing and acting programs in which students prepare for professional careers. The program integrates the artistic strengths of a diverse faculty, and pursue innovative change by an ongoing participatory process of self-evaluation. Candidates should possess demonstrated ability and experience in directing in the professional theatre and in the teaching of directing and acting. A background that includes the direction of plays from various classical to contemporary theatre is essential. Experience in related areas, such as dramaturgy and text analysis, acting and directing theory, collective process, etc. will be an asset. The successful candidate will have opportunities to contribute to other teaching areas of the department. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Drama offers academic programs leading to BA, BA Honors and MA degrees and conservatory programs leading to BFA degrees in Acting, Design and Theatre and MFA degrees in Directing and Design. All BFA and MA programs prepare students for entry into the profession. Graduates from all programs have identifiable records of achievement on a national scale. Faculty are also required to engage in research and/or creative activity of quality, and to assume appropriate administrative responsibilities. Experience in theatre or film is equivalent in professional training and/or experience. Experience in directing and teaching for performance. Professional theatre experience. Facilities: The Fine Arts Building, with four performance spaces for drama, was designed specifically for the teaching of theatre arts, music and visual arts. The Timms Centre for the Arts, a separate and highly acclaimed theatre complex which opened in March 1995, contains a 300 seat performance space, a flexible playing space, rehearsal hall, green room, dressing rooms and scene, props and costume workshops. The appointment is effective July 1, 1997. The appointment will be up to the Assistant Professor level (1996/97, \$42,730). Letters of application with full curriculum vitae should be sent to: David Barnett, Chair, Department of Drama, 3-146 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2G9. Phone: (403) 492-2274; Fax: (403) 492-9156; Email: David.Barnett@ualberta.ca. Applicants should send three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Deadline for letters of applications: January 15, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable women and men, including Aboriginal people, cannot be found, other individuals will be considered. The University of Alberta is committed to employment equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people.

persons with disabilities, and members of visible minorities.

## EARTH & OCEAN SCIENCES

**THE UNIVERSITY OF BRITISH COLUMBIA** — Earth and Ocean Sciences. Applications are invited for a tenure track position in the Department of Earth and Ocean Sciences. Duties include teaching undergraduate and graduate courses, supervising graduate students and developing a strong research program. Applicants should bring a demonstrated capability in the measurement and application of radiogenic and stable isotope to the study of tectonic and other geophysical processes including their rates and timing. The successful candidate will be encouraged to develop research interests in the Canadian Cordillera and circum-Pacific setting. A description of our existing facilities can be found at the Earth and Ocean Sciences Website: <http://www.ubc.ca/EOSS>. A PhD is required for this appointment which will be at the Assistant or Associate Professor level. Salary will be commensurate with qualifications. This position is subject to final budgetary approval. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. Applications are invited to receive a statement of research and teaching interests, and the names of three referees should be sent to: Dr. Robert M. Ellis, Head, Department of Earth and Ocean Sciences, 6319 St. Johns Road, University of British Columbia, Vancouver, B.C., Canada V6T 1Z4, by January 31st, 1997.

## EARTH SCIENCES

**SIMON FRASER UNIVERSITY** — The Earth Sciences Program is seeking to fill a tenure-track position at the Assistant Professor level in Environmental Geology. The ideal candidate is a geoscientist with an established research program in some aspect of environmental geology or geosciences. The successful candidate must have a commitment to both undergraduate and graduate education as well as to developing a funded research program, and be willing to play a central role in the development of the environmental geology component of the Program. For detailed information about this position refer to the Program's home page, [www.sfu.ca/earthsci](http://www.sfu.ca/earthsci). The PhD or equivalent in geology is required for appointment and the successful candidate will be eligible, preferably, for professional registration (PGEO, PEng in B.C.). The appointment will commence in September 1997. In accordance with Canadian immigration this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applicants should send a curriculum vitae, a letter describing current and near-term research interests and copies of appropriate reprints. Please provide an email address, Fax number and the names of at least three referees by January 31st, 1997 to: Dr. Michael C. Roberts, Director, Earth Sciences Program, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6 (phone: (604) 291-4637; Fax: (604) 291-4158; [mroberts@sfu.ca](mailto:mroberts@sfu.ca)).

## ECONOMICS

**THE UNIVERSITY OF CALGARY** — The Department of Economics at the University of Calgary seeks an economist to fill a tenure-track position which is open to individuals of all ranks with a PhD in economics or equivalent qualification. Specifically, we require a scholar of international reputation who has conducted research in macroeconomics, health economics, or other related areas. Outstanding candidates with a strong background in microeconomics and at least three referees who have done some work, or are interested in doing work, in these areas will also be considered. The successful candidate will be expected to participate actively



## FOREST RENEWAL BC CHAIR IN SILVICULTURE DEPARTMENT OF FOREST SCIENCES

The University has recently established an endowed chair in silviculture in the Department of Forest Sciences supported by Forest Renewal BC, and we invite applications for the position, which is expected to be filled at the full professor level. The main task of the successful candidate will be to bring the relevant scientific knowledge and understanding to the public debates concerning silvicultural strategy and practice. The position will require research leadership, supervision of graduate students, and some teaching at both the undergraduate and graduate level.

Applicants should have a PhD, extensive experience in silviculture, a broad understanding of forest management issues, a well established research program, and a record of successful involvement in public debate concerning policy formulation in forestry. Teaching experience is desirable.

The University of British Columbia has established programs in several areas of biology and management. The Centre for Applied Conservation Biology, the Centre for Biodiversity Research, the Sustainable Development Research Institute and the academic departments in the Faculties of Forestry, Science and Agricultural Sciences form a strong supporting community of scholars. The University manages two research forests, one near Vancouver and one in the central interior of the province.

The forests of British Columbia are rich and varied, and the management of these forests is at a critical juncture where new demands for their use and conservation include a wide range of products and processes. Forests in near natural states as well as second growth forests will require many new silvicultural approaches to satisfy diverse demands.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Please direct inquiries and applications consisting of a Curriculum Vitae, the names of 3 referees, and a brief outline of expertise and research interests to: Dr. B.J. van der Kamp, Department of Forest Sciences, University of British Columbia, 193-2357 Main Mall, Vancouver, B.C. Canada V6T 1Z4. Tel: (604) 822-2728; fax: (604) 822-9102; e-mail: [bart.john.van.der.kamp@mtg.ubc.ca](mailto:bart.john.van.der.kamp@mtg.ubc.ca). The closing date for applications is January 15, 1997.

## Tenure-track Position and Full Time Limited Term Position in Philosophy

The Department of Philosophy invites applications for one Initial Term (tenure-track) position at the Assistant Professor level commencing July 1, 1997, and for one 2-year Full Time Limited Term position at the Assistant Professor level, commencing September 1, 1997. A Ph.D. or equivalent, and a strong teaching and research record are required.

For the tenure track position, individuals with any area of specialization in philosophy may apply. Applications will be considered in light of the department's desire to enhance its research and teaching program at all levels in one or more of the areas of epistemology, history of philosophy (especially European philosophy since Kant), contemporary continental philosophy, and feminist theory. Applicants must have a strong commitment to research and teaching at both undergraduate and graduate levels, including undertaking Master's and Doctoral supervision. Applicants are invited to identify secondary areas of interest or expertise, both inside and outside philosophy.

The 2-year Full Time Limited Term position (contingent on budgetary approval) requires specialization in formal logic, together with capacity and readiness to teach in one or more other areas of the philosophy curriculum. Applicants are invited to indicate secondary areas of competence or expertise, both inside and outside philosophy.

The starting salary range for both positions is: \$40,238 - \$43,076. Deadline for applications: January 1, 1997. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Complete dossiers, including a curriculum vitae, at least three letters of reference, postgraduate transcripts, recent sample of writing, and evidence of teaching effectiveness may be sent to:

Chair, Department of Philosophy,  
The University of Calgary, Calgary, Alberta, Canada T2N 1N4.

Inquiries about these positions may be directed, before December 31, 1996, to Brenda M. Baker, Head (403)220-5532 or [mbaker@acs.uccalgary.ca](mailto:mbaker@acs.uccalgary.ca), and after January 1, 1997, to John W. Heide (403)220-5532 or [heide@acs.uccalgary.ca](mailto:heide@acs.uccalgary.ca). Department FAX: (403) 289-5698.



[www.ucalgary.ca](http://www.ucalgary.ca)



## St. Thomas University Fredericton, NB

### Aquinas Chair in Interdisciplinary Studies

St. Thomas University (1910) is a four-year liberal Arts institution affiliated with the University of New Brunswick, with whom it shares library and some physical facilities. The University is self-governing and grants its own degrees in Arts, Education, Social Work, an Applied Arts degree in Journalism, and certificates in Criminology and in Gerontology. Additionally, the University has five separately endowed chairs of study. St. Thomas University has an approximate enrolment of 2200 students.

The University seeks nominations and applications for its Aquinas Chair in Interdisciplinary Studies. A permanent endowment for this professorship was created through the University's recently completed capital fund-raising campaign which included, as one of its targets, the creation of a fund for teaching excellence and innovation. Also serving as Director of Interdisciplinary Studies, the Aquinas Chair will provide intellectual and administrative leadership in the Aquinas program (a first-year interdisciplinary program), will be the lead teacher in the program, will organize a yearly Aquinas Day devoted to an all-campus discussion of a substantive topic in the liberal arts, will conduct and promote scholarship in the liberal arts, and will design and pilot alternative, cross-disciplinary and interdisciplinary curricula. The position will report to the Vice-President (Academic).

Candidates should hold an earned doctorate in one of the liberal Arts disciplines taught at St. Thomas University and have substantial interdisciplinary teaching experience. They should be committed to and have demonstrated teaching excellence in their career. They should have a developed, distinctive and articulate position with respect to the importance of interdisciplinary studies in a Liberal Arts curriculum. They should be qualified for an appointment at the rank of Associate Professor.

The initial appointment which will commence July 1, 1997 for a maximum term of five years (negotiable) is renewable.

Nominations and applications, including a current curriculum vitae, a teaching dossier, and the names of three referees should be submitted by February 1, 1997, to: Dr. Roger Barsley, Vice-President (Academic), St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and residents of Canada. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

Further information about the University can be found on the World Wide Web at <http://www.StThomasU.ca>.



# ANNONCES CLASSÉES

In the research program of the newly established Alberta-based Institute of Pharmacoeconomics. The candidate should be an excellent teacher, willing to teach at the undergraduate and graduate levels, and to undertake graduate student supervision. The candidate will also be expected to participate in university service. A fully competitive salary and benefits plan will be available. The University of Calgary is committed to Employee Equity. This appointment is effective July 1, 1997. Please send an application letter, curriculum vitae, and arrange for three letters of reference to be sent before November 15, 1996, to: Robert Maxwell, Head, Department of Economics, 2500 University Ave. W., Calgary, Alberta, Canada T2N 1N6, FAX (403) 282-5252.

## EDUCATION

**BROCK UNIVERSITY** — Faculty of Education, The Department of Graduate and Undergraduate Studies in the Faculty of Education at Brock University invites applications for a probationary tenure-stream appointment at the rank of Assistant Professor. Preferred candidates will possess an earned doctorate or equivalent, will have demonstrated excellence in teaching and will possess or expect to develop a record of scholarly work in at least one of the following: multi-media educational programs; multi-technology education; education in the Arts; distance education; inclusive education; research methods. Preference will be given to applicants with a background in collaborative research, integrated studies, and/or international educational initiatives. Prior teaching experience in the elementary, secondary, or postsecondary level would be an asset. Responsibilities of the successful candidate include teaching at the graduate and undergraduate levels, advancement of MSW thesis or project work, and field development. Applicants should submit their curriculum vitae and the names, addresses and phone numbers of at least three referees to: Dr. R. Terrace Book, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1. The deadline for applications is January 31, 1997. The appointment will commence July 1, 1997, subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply.

**MC GILL UNIVERSITY** — Faculty of Education, Department of Culture & Values in Education. The Department invites applications for a tenure-track position at the rank of Assistant Professor to begin September 1, 1997 (subject to budgetary approval). The current base salary at McGill for Assistant Professors is \$43,000 per annum. The Department offers undergraduate and graduate courses in philosophy of education as well as in the following areas: research in education; intercultural & international peace education; women's studies & gender education; sexuality education; values & moral education; and religious & spiritually education. Applicants must have a PhD, an established record of scholarly presentations and publications, and evidence of excellence in teaching. Candidates will be required to teach undergraduate and graduate level courses in Philosophy of Education as well as interdisciplinary courses in education with an emphasis on one or more of the areas listed above. In addition, candidates will show evidence of a program of research that complements their chosen area of teaching. The successful applicant will be required to undertake school supervision during students' teaching practice, as well as demonstrating the ability to contribute to the academic development and daily administrative functioning of the Department. Along with a letter of application and curriculum vitae, applicants will submit 5 transcripts, samples of scholarly writings, abstracts of their graduate-level theses, descriptions of courses recently taught, recent evaluations of teaching. Applicants and at least

three referees should explicitly address our expectations for excellence in research, teaching, and leadership. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications will be received no later than February 15, 1997, and addressed to: Dr. William Lawlor, Chair, Department of Culture & Values in Education, Faculty of Education, McGill University, 3700 McAvoy Street, Montreal, QC, Canada, H3A 1Y2.

**BROCK UNIVERSITY** — Faculty of Education, The President's Department in the Faculty of Education at Brock University invites applications for a probationary tenure-stream appointment at the rank of Assistant Professor. Salary will be commensurate with qualifications and experience. Preferred candidates will hold an earned doctorate or equivalent (ADD acceptable), will have demonstrated excellence in teaching in the kindergarten to grade ten range and will possess or expect to develop a record of scholarly work in at least one of the following: 1. Personal and Social Studies (Social and Environmental Studies); 2. Language Education (Language Arts); and 3. Special Education (elementary and secondary levels). The successful candidate will have teaching duties at the preselected level and other responsibilities requiring a knowledge base and interest in curriculum development, methodology, classroom processes, counselling and practicum supervision, course integration, communication techniques, collaboration in teaching and research. Date and Conditions of Appointment: The appointment will commence July 1, 1997, subject to budgetary approval. Deadline for Applications: The deadline for applications is January 31, 1997. Candidates should submit their curriculum vitae and the names, addresses and phone numbers of at least three referees to: Dr. R. Terrace Book, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Qualified women and men are equally encouraged to apply.

**MC GILL UNIVERSITY** — Assistant Professor in Science Education. Applications are invited for a tenure-track assistant professorship in science education. The successful applicant will be appointed to the Department of Educational Studies in the Faculty of Education, where he/she will be expected to teach science methods courses at the elementary and/or secondary levels, supervise field experience in science, and conduct scholarly research in science education. As well, he/she will foster cooperation between the Faculties of Science and of Education within the context of a proposed concurrent B.Sc.Ed. program and will work to enhance the professional development of science education. He/she should hold a doctoral degree in science education or in science with an emphasis on research in science education; have had successful classroom experience; and preferably be able to work in French as well as English. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University supports employment equity, and encourages applications from both women and men, persons with disabilities, members of visible minorities and aboriginal persons. The expected date of appointment is September 1, 1997, and applications will close February 28, 1997. Letters of application should be accompanied by a curriculum vitae and the names of three referees. They should be sent to: Chair, Science Education Search Committee, Department of Educational Studies, 3700 McGill Street, Montreal, QC H3A 1Y2, Fax: 514-398-4529.

## ENGINEERING

**UNIVERSITY OF SASKATCHEWAN** — The Department of Chemical Engineering, University of Saskatchewan, invites applications for a tenure

track position in the area of chemical reaction engineering beginning July 1, 1997, subject to budgetary approval. The Department seeks outstanding candidates who are committed to excellence in both teaching and research. Areas of interest include: catalysis; reactor upgrading; biochemical and environmental reaction engineering. Outstanding candidates in other areas of chemical engineering will also be considered. The Department of Chemical Engineering has 9 members, and offers B.S., M.Sc. and Ph.D. degrees. A review of the applications will begin January 15, 1997, and continue until the position is filled and a candidate is selected. Letters of teaching and research interests and the names of three referees should be forwarded to: Head, Department of Chemical Engineering, 100 Science Place, University of Saskatchewan, Saskatoon, SK, Canada S7N 5C9. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. The University of Saskatchewan is an Equal Opportunity Employer. Applications are invited for a tenure-track faculty position at the Assistant Professor level. The position will be available July 1, 1997 with an annual salary in the \$45,000 to \$50,000 range. Candidates must either hold a PhD in Chemical Engineering or related field or expect to receive one before July 1, 1997. We are interested in high calibre individuals with any area of chemical engineering, but our current needs are in polymer engineering and process design. The successful candidate will be expected to establish a viable and productive research program, and teach both graduate and undergraduate courses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be located, the University will consider a resident of the United States of America. A statement of current research interests and plans for future research should be sent to: Dr. S.E. Ward, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to February 28, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

**TECHNICAL UNIVERSITY OF NOVA SCOTIA** — The Department of Mining & Metallurgical Engineering of the Technical University of Nova Scotia invites applications for a tenure-track faculty position at the Assistant/Associate Professor level in the Metallurgical Engineering Program commencing July 1, 1997. The successful candidate is subject to budgetary approval. The successful candidate must have an undergraduate degree in Metallurgical Engineering/Materials Science and a PhD in a related area and must be eligible for registration as a Professional Engineer in the Province of Nova Scotia. Industrial experience and expertise in analytical techniques such as SEM and TEM would be an asset. The successful candidate will be expected to teach courses at the undergraduate and graduate level and will also be expected to develop and sustain an externally funded research program in the general area of the Mechanical Properties of Materials. Applications, including a curriculum vitae and the names of three referees, will be received until the position is filled and should be directed to: Dr. G.I. Kourou, Head, Department of Mining & Metallurgical Engineering, Technical University of Nova Scotia, P.O. Box 100, Halifax, Nova Scotia Canada B3J 2X4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNGS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal people, people with disabilities and visible minorities.

**UNIVERSITY OF ALBERTA** — Department of Civil and Environmental Engineering. The Position: Applications are invited for a tenure-stream faculty position at the Assistant Professor level in the area of Construction Engineering commencing January 1, 1997. The salary range for the Assistant Professor level is \$33,230 to \$55,276. Applicants should have a PhD with specialization in construction management. Candidates whose experience is primarily in industry may provide evidence of a minimum of 10 years of professional accomplishments. Practical construction experience will be an asset. The successful applicant will be expected to teach a complement of core civil engineering courses, construction engineering and management, undergraduate and graduate courses, assist in other aspects of Civil Engineering education, be eligible for registration as a Professional Engineer and carry a research program in the construction engineering and management field and supervise graduate students. Research emphasis is on topics relevant to computer modeling and its applications in construction including artificial intelligence, fuzzy set theory and network techniques. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,000 graduate students. The Construction Engineering and Management program has 5 PhD students, 15 graduate students and three full-time faculty members. The program has strong links with the construction industry and collaborates on research projects with many industrial partners under the Alberta Construction Industry Professionals' University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people and offers a diverse array of cultural and sporting activities year-round. The City has one of the lowest costs of living in Canada. Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking

and fishing in the world. Application Procedure: In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees, by December 31, 1996, to: Dr. R.B. Hargreaves, Chair, Department of Civil Engineering, University of Alberta, Edmonton, Alberta T6G 2G7. Telephone: (403) 493-7623, Fax: (403) 492-0449. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities and members of visible minorities.

**LAKELAND UNIVERSITY** — The Department of Electrical Engineering at Lakeland University invites applications for a probationary tenure-track position, at the rank of Assistant Professor, from electrical engineering with a PhD in telecommunications engineering with specialization in networks and fibre optics communications. The successful candidate will be expected to teach effectively and to develop laboratories at the undergraduate level. (2) develop a significant research program and attract research grants. (3) be dedicated to engineering education and work effectively with colleagues in the Department. The successful candidate must be, or be qualified and prepared to become, a Licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should include curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. J.G. Locker, Dean, P.Eng., Faculty of Engineering, Lakeland University, 185 Valley Road, Thunder Bay, Ontario P7B 5E1 in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakeland University is committed

to employment equity and encourage applications from women, members of visible minorities, aboriginal people, and persons with disabilities.

**LAKELAND UNIVERSITY** — The Department of Civil Engineering at Lakeland University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor. Applicants with a Bachelor degree and a PhD in Civil Engineering specializing in one or more of the following areas: transportation engineering, infrastructure engineering, environmental engineering or construction engineering. The applicant is expected to support a graduate program in Transportation Engineering. The successful candidate will be expected to effectively develop a significant externally funded research program, and to assist in the development of graduate studies. The successful candidate must be a Licensed Professional Engineer or be qualified and prepared to become a Licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, a statement of their specific teaching and research interests, and the names and addresses of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakeland University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakeland University is committed to employment equity and encourage applications from women, members of visible minorities, aboriginal people, and persons with disabilities.

**THE UNIVERSITY OF WATERLOO** — The Department of Electrical & Computer Engineering at the University of Waterloo invites applications for the following six tenure-track faculty openings in the department: (R) Integrated Circuits for Wireless Communication Systems with research interests and record in one or more of the following VLSI RF circuit and systems, high speed devices, characterization and modelling, VLSI technologies (process modelling) for RF analog/digital systems and components; (R) RF



## DIRECTOR SCHOOL OF JOURNALISM

The Faculty of Arts, University of British Columbia, seeks a Director for a new School of Journalism. The initial tasks of the Director will include the hiring of academic staff and the development of a prestigious Master's degree programme in Journalism which will provide top-flight training in practical journalism as well as offer opportunities for students to further their knowledge of subjects about which they write.

The Director will be responsible for providing academic and administrative leadership, including management of the academic and financial resources of the programme, for supporting the journalism and/or scholarly research of faculty members and graduate students; and for fostering productive liaisons, including student work experience, with the local community and the professional community. The Director of the School will report directly to the Dean of the Faculty of Arts.

The ideal candidate will be a senior and highly respected member of the profession with a thorough knowledge of the technical and writerly aspects of journalism, including print journalism; with substantial print publication in highly regarded venues (and possibly additional experience in electronic media); with demonstrated administrative and management skills; and with demonstrable knowledge of the Canadian context in which the School is situated. Assuming suitable qualifications are offered, the appointment will be renewed at the rank of professor, beginning July 1, 1997. Salary will be commensurate with qualifications and experience, subject to final budgetary approval.

The University provides generous pension, medical and dental benefits. The Faculty of Arts at the University includes departments and schools in the Creative and Performing Arts, the Social Sciences and the Humanities, as well as several professional schools; it has 450 faculty members and approximately 8000 undergraduate and 900 graduate students. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

Applications, including a c.v., names of references and samples of published work should be sent to: Dr. Shirley Neuman, Dean, Faculty of Arts, University of British Columbia, Vancouver, BC V6T 1Z1, Canada by no later than January 31, 1997.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## UNIVERSITY COLLEGE OF THE FRASER VALLEY

### Business Administration Instructor

UCFV, located 60 kilometres from Vancouver in B.C.'s beautiful Fraser Valley, is a multi-campus, undergraduate degree-granting institution, offering a diverse range of programs. UCFV has main campuses in Abbotsford and Chilliwack, B.C., and currently enrolls more than 6,000 students each year. The emphasis at UCFV is on teaching excellence while acknowledging active scholarship as an integral part of the teaching process.

The Business Administration department offers several programs which emphasize applied business knowledge and skills. The department is seeking to hire one full-time faculty member to teach in the certificate, diploma, and degree programs. Applicants must be able to teach in one of the following areas:

- **Marketing**, with specialized knowledge in industrial marketing and/or promotion management and/or international marketing.
- **Entrepreneurship**, with specialized knowledge in new venture development and/or small business management.
- **Finance**, with specialized knowledge in international finance and/or investments, in addition to the ability to teach accounting.

All positions require a minimum of a master's degree in the area of specialization (PhD preferred), excellent teaching skills, several years' business/industry experience, interest in applied research, and experience teaching at the post-secondary level. The finance position also requires an accounting designation.

The teaching load for full-time ongoing positions includes one or more upper-level courses in the position specialization, as well as related and/or other business administration courses, depending on the background of the successful applicant and the needs of the department.

Salary: To be determined by the appropriate placement on the faculty salary scale contained in the current collective agreement. Posting no. 96.80e

Applications detailing education and experience should be forwarded no later than February 15, 1997, to the University College of the Fraser Valley, Employee Relations Department, 33844 King Road, Abbotsford, BC, V2S 7M9. Phone: 854-4526, fax: 854-1538, e-mail: scarrown@ucfv.bc.ca

UCFV is an Employment Equity Employer

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**YORK UNIVERSITY**  
Toronto, Canada

## Environmental Policy and Conservation

York University, Faculty of Environmental Studies, Toronto invites applications for a tenure-stream position in the area of Environmental Policy and Conservation. The appointment, effective July 1, 1997, will be at the Assistant Professor level.

The Faculty of Environmental Studies adopts a broad definition of "environmental studies," including natural, built, social and organizational environments.

The Faculty expects applicants to demonstrate enthusiasm for and competence in teaching and advising students at the undergraduate and graduate levels in a highly individualized program; commitment to interdisciplinary education and research and to collegial collaboration therein; and explicit commitment to explore the relationships underlying nature and society in their research and teaching. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience.

The successful applicant is expected to teach and advise students (in theory, methods, and applications), have a strong or promising scholarly record, have proven ability in linking action and theory and in developing interdisciplinary approaches to environmental issues. A firm background in social theory will be considered an advantage. The candidate should have excellent knowledge in several areas related to research and practice in environmental policy and conservation, and should have demonstrable competence to teach such courses as Environmental Policy, Environmental Thought, Environment and Development, and Biological Conservation.

Applicants should submit a letter discussing their qualifications, research agendas and teaching interests, their CV, the names, addresses (including e-mail) and telephone numbers of at least three references, and a sample of their work to: Chair, Search Committee, Faculty of Environmental Studies, York University, North York, Ontario, Canada M3J 1P3 (FAX: 416-736-5679; e-mail: fwtson@yorku.ca). The deadline for receipt of applications is February 14, 1997.

York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Environmental Studies encourages applications from qualified people of colour, aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval by the University.







## ANNONCES CLASSÉES

opportunities to qualified applicants. This position is subject to final budgetary authorization. Closing date for receipt of applications is December 20, 1996. Applicants should send a curriculum vitae and three letters of reference to: Dr. Richard Boyer, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

**YORK UNIVERSITY** — Faculty of Arts, Department of History. Applications are invited for a full-time position at the assistant professor level in Ancient and Medieval History, to commence in August 1997. Successful candidate will have a PhD in History, or equivalent, and a minimum of 10 years' teaching experience. The candidate will be given a program of research in any area of the field of Ancient and Medieval History. The position will be given to candidates with teaching experience, publications and research interests in the 6th to 4th centuries BC. The successful candidate will be expected to participate in the activities of the Program of Classical Studies. Candidates should send a curriculum vitae along with a letter of recommendation to: Prof. Andrew Shubert, Chair, Department of History, Faculty of Arts, York University, 4700 Keele St., North York, Ont. M3J 1P3. Applications will be accepted by January 15, 1997. York University is an Equal Opportunity Employer. York University is implementing affirmative action for women faculty in accordance with Canadian immigration requirements; this advertisement is not intended to discriminate against any potential applicants. All positions at York University are subject to budgetary approval.

**McMASTER UNIVERSITY** – The Department of History and the Faculty of Education are seeking a tenure-track position in Modern German history (Germany since 1890). The successful candidate will have a completed PhD and demonstrated research skills in German history. The research will complement the Department's doctoral program in transnational, comparative, and interdisciplinary history, primarily focuses upon ideologies and diplomatic, military and intellectual history, but candidates with other specializations are encouraged. The history are encouraged to apply. Interest in interdisciplinary teaching, participation in interdisciplinary courses, or supervision in other department areas is a plus. The position is a full-time appointment, which is subject to final budgetary approval, will be made at the Assistant Professor level. The position is located in the Faculty of Education. The starting date is August 1, 1997. Applications, including curriculum vitae, academic transcripts, and three references, should be addressed to Dr. R.H. Johnston, Chair, Department of History, McMaster University, 1800 Main Street West, Hamilton, Ontario L8S 4L7. Applications received by September 15, 1996, will be assured of consideration. In accordance with Canadian immigration requirements, this position is open to citizens of Canada and permanent residents. McMaster University is committed to employment equity and encourages applications from women, minorities, and persons with disabilities. Please do not discriminate. Including aboriginal people, persons with disabilities, members of visible minorities and

**SIMON FRASER UNIVERSITY – 20th Century  
U.S. History.** The Department of History at  
Simon Fraser University invites applications for  
a tenure track appointment in 20th Century  
U.S. History to begin in September 1997. The  
applicant should have a Ph.D. in U.S. History at the  
Professor level, and the salary will match  
experience. Preferred qualifications include a  
completed PhD, publications, and university teaching  
experience. The successful applicant will teach  
graduate and graduate courses and will be  
responsible for developing and supervising a  
programme in her/his area of specialization. In accord-  
ance with Canadian immigration requirements,  
this advertisement is directed to Canadian citi-  
zens and permanent residents. Simon Fraser  
University is committed to the principle of equal  
employment opportunities for all employees.  
Opportunities to qualified applicants. This posi-  
tion is subject to final budgetary authorization.  
Closing date for receipt of applications is 20  
December 1996. Applicants should send a curriculum  
vite and three letters of reference to: Dr.  
John R. Brink, Department of History,  
Simon Fraser University, Burnaby, B.C. V5A 1S6,  
CANADA. (604) 291-5837.

## HYDROLOGY

**THE UNIVERSITY OF BRITISH COLUMBIA** — **Endowed Chairs in Forest Hydrology.** The University of British Columbia is currently solicited two Chairs in Forest Hydrology supported by the Crown Corporation "Forest Renewal Canada". The University is seeking individuals with research and extension activities that will contribute positively to the understanding of watershed management and forest engineering. We are searching for two scholars of international reputation to fill these new positions. The successful candidates will be expected to alternate duty may be arranged. Applicants should have a PhD degree in a subject relevant to forest hydrology and a demonstrated commitment to a demonstrated excellence in teaching, an established research program, a knowledge of forest hydrology, and involvement in public debate concerning the environmental implications of forestry activities. Eligibility for professional registration is highly desirable. Successful candidates will be expected to undertake pregraduate and graduate levels and develop an active program of collaborative research with other faculty members. Successful candidates will be joint appointments between the Department of Forest Resources Management and the Faculty of Forestry. The first position (thru #23 Forest Resources Management, 1/3 Geography) requires expertise in hydrosystems and forest hydrology, and the second position (thru #23 Geography, 1/3 Forest Resources Management) requires expertise in hydrological processes, as well as knowledge of forest hydrology and forest hydrology. Salary is commensurate with experience and qualifications. For consideration, please send a curriculum vitae, inquiries, and applications should be addressed to: Professor Ilya Slaymaker, Chair of the Endowed Chair in Forest Hydrology, University of British Columbia, V2T 1B8, West Mall, Vancouver, B.C. V6T 1Z2, Tel: (604) 822-5829, Fax: (604) 822-5459. Applications should be received by February 12, 1997. Applications should be explicitly directed to Position 1 or Position 2. Please indicate the position number and the names of three referees. The University of British Columbia welcomes all qualified applicants, especially those from under-represented groups, minorities and persons with disability. In accordance with Canadian immigration requirements the successful candidates will be required to obtain permanent residence.

## INTERNATIONAL RELATIONS

**YORK UNIVERSITY** — Faculty of Arts, Department of Political Science. Applications are invited for a tenure-track appointment at the assistant professor level in International Relations. Applicants are expected to have a Ph.D. degree in teaching and publication in multilateralism and/or international security and/or foreign policy. Applicants are expected to demonstrate strength in International Relations theory. Areas of specialization may include but are not limited to: international law, international politics, international development, or international relations. Appointment to commence July 1, 1997. Requirements: PhD or equivalent. Salary: Commensurate with qualifications. Applicants should send a curriculum vitae, appropriate samples of their scholarly work, and three letters of reference to: Prof. Harvey G. Simmons, Chair, Department of Political Science, York University, 8660 Ross, York University, 4700 Keele St., North York, Ont. M3J 1P3. Applications must be received by March 15, 1997. The successful applicant is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Human Rights Act, no adverse distinction is directed to Canadian citizens and permanent residents.

**JAPANESE**

**MCMASTER UNIVERSITY** — The Department of Modern Languages at McMaster University is seeking applications for a full-time, non-tenured, Preceptor (Japanese) for a visible minority position. This position has a renewable term of two years, commencing August 1, 1997. The successful candidate will have a visible minority status and a proven ability to assume the responsibility of the successful candidate will be to teach four full courses, supervise teaching assistants, and develop instructional materials for Japanese language courses. The position also involves ten months of program-related work, and a minimum of personal professional development and teaching responsibilities annually. The successful candidate should have native or bilingual fluency in Japanese and be able to provide in the aspect of Japanese Studies. Applications, including curriculum vitae, should be sent to the Department of Modern Languages, 128B Main Street West, Hamilton, Ontario L8N 3C4, Canada. For consideration, applications should be received in accordance with Canadian immigration regulations. The advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, and women and men.

**UNIVERSITY OF BRITISH COLUMBIA**—The Department of Asian Studies, University of British Columbia, is conducting a search to fill a tenure-track assistant professorship in Modern Japanese literature. Responsibilities will include modern Japanese literature in the original, modern literature in translation, graduate seminars in the scholar's specialization, and participation in interdisciplinary, Asia-focused undergraduate courses. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Applications, includ-

ing a curriculum vitae, statement of teaching interests and the names and addresses of three referees should be sent to Dr. Ken Bryant, Head, Department of Asian Studies, University of British Columbia, 1731 West Mall, Vancouver, BC, Canada V6T 1Z2. Deadline for receipt of applications is January 31, 1997. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval.

## KINESIOLOGY

**UNIVERSITY OF NEW BRUNSWICK** (Fredericton) – Faculty of Kinesiology, Psychology of Sport and Physical Activity, Professor, PhD or equivalent, specializing in research of physical activity, exercise or leisure education. Must be successful test taker and engaged in research in the field of kinesiology (research approval). The successful candidate will be responsible for teaching the undergraduate and graduate level course in the field of physical activity or leisure education. The successful candidate is expected and encouraged in the candidate's area of expertise. The candidate should have an extensive knowledge of the field and a strong working rate with researchers and professionals in related fields and also able to obtain external funding for research. The successful candidate must have experience. Applicants should submit a letter of application, current curriculum vitae, teaching and research experience, and a list of references. 15, 1937-20; Dr. Terry R. Haggerty, Dean, Faculty of Kinesiology, University of New Brunswick, 100 University Avenue, Fredericton, NB, Canada E3B 6A5; 506-337-6176; fax 506-337-3058; E-Mail: Haggerty.Terry@unb.ca. In accordance with Canadian immigration law, the University of New Brunswick is an equal opportunity employer and does not discriminate on the basis of race, gender, age, sexual orientation, or ethnicity towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is an equal opportunity employer.

**UNIVERSITY OF WATERLOO** The Department of Kinesiology at the University of Waterloo is seeking an individual for a full-time faculty position, at the rank of Assistant Professor, in the field of biomechanics. The successful candidate will be responsible for teaching and supervising research and teaching ability in one or more of the following areas: rehabilitation engineering, injury prevention and functional anatomy. The candidate must have a PhD in a related field and have completed a P.D or an M.D. plus research training in a related area. We seek candidates with a commitment to excellence in research and teaching at both the undergraduate and graduate levels. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social and biological study of human movement. The mission of the department is to investigate the mechanisms and principles of human movement and to apply this knowledge to strategies which optimize the health and physical performance of individuals. The department offers B.Sc., M.Sc., and Ph.D. degrees in Kinesiology. The candidate will be expected to teach and supervise undergraduate as well as their particular area of interest through course teaching, undergraduate student project supervision, graduate student supervision and supervision of research projects. The Department of Kinesiology is an exciting environment. Further information about the

applications can be found at <http://www.ahe-waterloo.ca/enk/home.html> or by contacting Dr. Frank Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-246-5757 or by Email: frank@healthy.uwaterloo.ca. The deadline date for applications is February 1, 1997 and the expected start date for the appointment is July 1, 1997 or earlier. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

## LIBRARY

**UNIVERSITY COLLEGE OF CAPE BRETON**  
**Information Services Librarian.** Please quote reference number 1001007 on all correspondence. The University of Cape Breton invites applications for a full-time position of Information Services Librarian to commence April 1, 2000. The successful candidate will be a graduate CAPE BRETON LIBRARIAN. The Information Services Librarian serves the needs of the students, faculty and staff of the University of Cape Breton and the greater Cape Breton Community. The Information Services Librarian must have an understanding of the importance of public access services and the ability to provide the public with ready access to information. This position is responsible for planning, developing and delivering information services to the University of Science and Technology in developing the collection to meet course needs and working jointly with the faculty on projects either in the library or within the community. The successful candidate possesses an MLS and a minimum of two years experience in librarianship, good communication skills, and a strong commitment to the development of libraries, students, faculty, staff and the public are essential as well as some experience in computing. A Bachelor's degree would be an asset. The successful candidate should send a letter of application quoting the reference number, a curriculum vitae and the names of three references to the following addresses: University of Cape Breton, P.O. Box 5330, Sydney, Nova Scotia, Canada B1P 6X4, 503-563-3373. Applicants must be received no later than January 29, 1999. This position is under the jurisdiction of UCB Faculty Association of Nova Scotia. The University of Cape Breton offers an opportunity employer. In accordance with Canadian Immigration regulations, this advertisement is open to Canadian citizens and permanent residents.

## Linguistics

**UNIVERSITY OF ALBERTA** — The Department of Linguistics, Faculty of Arts, University of Alberta, invites applications for a tenure-track position at the junior Assistant professor level, effective 1 July 1997. The candidate should hold the PhD and have a specialization in phonology, an active research program in experimental linguistics, and demonstrated teaching ability. The salary range for Assistant Professors is \$39,230 - \$55,526. The Faculty of Arts at the University of Alberta is engaged in an extensive process of

renewal, and is committed to ensuring that the substantial number of hours projected over the next several years will insure for the future the lively and productive intellectual environment of which the Faculty prides itself. The Department of Linguistics has a strong commitment to empirical and experimental approaches to linguistic research. Department members are engaged in a wide range of research projects, many grant-funded in experimental and computational processing, and the study of the phonological, morphological, and semantic aspects of the mental lexicon. The Department offers both graduate (PhD and MS) and undergraduate degrees, and values its reputation for excellence in teaching and graduate training. We seek a colleague who wishes to engage in leading-edge research in a collegial and supportive research environment, to recruit and train promising graduate students, and to participate in innovative teaching/learning at

## MANAGEMENT

**MCGILL UNIVERSITY - Faculty of Management:** Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, International Business, Marketing, Operations Management, and Behaviour. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 500 full-time faculty members with 100 master's degrees. Apply in writing to Prof. Richard Louch, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec H3A 2K4. For information or to receive applications, contact Prof. Louch at (514) 393-4111. Applications are accepted on a rolling basis until the Canadian Immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is an equal opportunity institution.

**UNIVERSITÉ MCGILL - La faculté de gestion en**  
**la recherche de candidats:** pour des postes de professeurs (agregés/adjointes) dans les domaines de Comptabilité, Finance, Gestion internationale, Marketing, Gestion des opérations, et Gestion de l'information. La faculté de gestion (comportement organisationnel et politique générale des entreprises) de l'Université possède une solide tradition de recherche. Elle compte plus de 500 professeurs titulaires de plus de 100 diplômes de maîtrise. Les candidatures sont acceptées en continu jusqu'à ce que les exigences de l'immigration canadienne soient satisfaites. Les candidats titulaires d'un baccalauréat canadien ou d'un diplôme équivalent sont prioritaires.



**The University of New Brunswick**  
**in Saint John**

The Faculty of Business at the University of New Brunswick in Saint John invites applications for two tenure track positions, one in **Financial Accounting** and one in **Marketing/Strategy**; and three term positions, one in **Management Information Systems/Electronic Commerce**, one in **Accounting/Electronic Commerce** and one in **Marketing of Services**. All positions are subject to budgetary approval and development of new programs. The Financial Accounting position requires competency in accounting information systems.

Rank and salary will be commensurate with qualifications and experience. Qualifications required include a PhD or equivalent for tenure track positions. Candidates with lesser qualifications will be considered for a term appointment.

Applications will be accepted until the positions are filled. Please send CV and the names and addresses of three referees to:

Dr. John Chalykoff, Dean  
Faculty of Business  
University of New Brunswick in Saint John  
PO Box 5050  
Saint John, NB E2L 4L5

*In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.*

## ASSISTANT PROFESSOR

The University of Calgary

The Department of Geography invites applications for a tenure-track position in field-oriented Process Geomorphology at the Assistant Professor rank, to begin July 1, 1997. A PhD is required for this position. Preference will be given to candidates with additional expertise in core geographic methodologies (GIS, remote sensing, modelling) and landscape dynamics, with research in alpine or northern environments.

The duties include undergraduate teaching, graduate teaching and supervision, research and university service. The department currently has a faculty of 15 members, and offers undergraduate major and honours programs, and a graduate program leading to the MA, MSc, and PhD degrees.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The closing date for applications is March 1, 1997. Applicants should send a letter of application, three letters of reference, and a curriculum vitae, directly to:

Dr. S. E. Franklin, Head  
Department of Geography  
The University of Calgary  
2500 University Drive N.W.  
Calgary, Alberta T2N 1N4



**www.ucalgary.ca**



UNIVERSITY LIBRARIAN  
UBC LIBRARY

The University of British Columbia invites applications and nominations for the position of University Librarian.

The University of British Columbia Library is the third largest university library in Canada. The UBC Library has a collection of over 3 million catalogued volumes, 14 branch libraries and a staff of 328, including 85 professional librarians. The annual budget is approximately 24 million dollars. The Library is a member of the Association of Research Libraries, the Canadian Association of Research Libraries, the Council of Prairie and Pacific University Libraries, and the Centre for Research Libraries. (The Library's Web site may be found at <http://unixg.ubc.ca7001.>)

The University Librarian is the chief executive officer of the University Library. The incumbent is responsible for development of the Library's collections, provision and planning of library services, development of the technological infrastructure, management of the budget and allocation of resources, direction and development of staff resources, and the Library's relationships within the University and externally. The University Librarian reports directly to the Vice President, Student & Academic Services, and is an ex officio member of the University Senate.

The successful candidate will have a demonstrated record of creative and effective leadership. S/he will be knowledgeable about the library's role in a research university, articulate about the challenges facing academic libraries, an advocate for libraries, and able to ensure the development of the library's traditional collections, while joining campus leaders in promoting use of new technologies to support scholarly communications and learning.

The successful candidate will have thorough familiarity with the operation of an academic research library in today's rapidly changing environment, and an understanding of the broader academic community of which the library is a part. This position requires demonstrated decision-making and management skills, including strategic and fiscal planning at a senior administrative level, and a proven ability to represent the library. The candidate must have strong leadership, interpersonal, and communication skills, and the capacity to develop and sustain a positive working relationship with faculty, administrators, faculty, staff, and students, a strong commitment to staff development and renewal, and the ability to achieve an expansion of the library's physical facilities are also essential.

Knowledge of emerging technologies and their potential for librarians and scholarly communication is critical, as is the capacity to act cooperatively to enhance campus information technology capabilities. Being able to forge a close and productive relationship with the Associate Vice President, Information Technology, is essential to this position. Applicants must have a professional qualification in librarianship. Salary is competitive and commensurate with qualifications. The University Librarian is appointed for a renewable term of six years and will have a continuing appointment as a Librarian.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The desirable date of appointment is July 1, 1997. Applications should include a letter of interest, e.g., names of three referees, and should be sent by **January 31, 1997** to:

**Dr. Maria Klawe, Vice-President, Student Academic Services, University of British Columbia, 8328 Memorial Road, Vancouver, B.C. V6T 1Z2 (e-mail: lbsrch@unbc.ubc.ca).**

Further information on The University of British Columbia is available on our home page at <http://www.ubc.ca>.



# Faculty Positions

at the  
University  
of Windsor



## BIOLOGY

## BUSINESS

## CHEMISTRY

## COMMUNICATION STUDIES

A mid-sized university with a solid reputation in teaching, research and scholarship, the University of Windsor, Canada's southernmost university, offers • a broad range of undergraduate, graduate and professional programs to more than 14,000 students • an international location with cooperative agreements with leading U.S. institutions • innovative partnerships with business, industry and the community • easy access (10 minutes) to all the amenities of a major American metropolis—Detroit, Michigan, and • an attractive, user-friendly and supportive campus environment in a vibrant, affordable, and cosmopolitan city of almost 200,000.

The University of Windsor invites applications for the following faculty positions. Starting date July 1, 1997, for tenure track positions. Please review general submission instructions at the bottom of this ad. Additional specific submission requests are in the position descriptions.

### BIOLOGICAL SCIENCES

Two tenure-track positions in Molecular/Cellular Biology at the assistant professor level. Your research interests should augment our capacity to explore cellular and molecular processes regulating growth and development, and bring expertise in gene expression, gene regulation, or cell signalling. Teaching responsibilities include introductory and advanced courses, and guidance of BSc, MSc, and PhD research. PhD required; post-doctoral experience strongly preferred; copies of three publications and a statement of research interests required. Apply to Dr. Sale, Head, Biological Sciences, Faculty of Science. Deadline 06 January 1997.

### BUSINESS (Accounting & Finance)

Two positions: one tenure-track position in Accounting, the other a nine-month limit-

ed-term position in Finance, both at the assistant professor level (lecturer level for ABD). You should hold, or be close to completing, a doctorate in the respective areas of specialization, with evidence of effective teaching and quality publications. Accounting position: you should preferably hold professional accounting designation, have completed graduate level courses in financial accounting, and should be prepared to teach financial accounting, accounting information systems, and/or managerial accounting in both our BComm and MBA degree programs. Additional duties include reviewing and writing course materials in these areas for the distance learning version of our BComm program. Finance position: you should be prepared to teach corporate finance and investment and portfolio management. Apply to Dr. Solomon, Dean, Faculty of Business Administration.

### CHEMISTRY & BIOCHEMISTRY

One tenure-track position at the associate professor level in Inorganic Chemistry, with research interests in the general area of new materials (including solid state chemistry, magnetic materials, and transition metal or main group chemistry). You will be expected to maintain a vigorous and productive research program and to demonstrate excellence in teaching at the graduate and undergraduate levels. Our research resources include 300 and 500 MHz Bruker NMR spectrometers, a Bruker EPR spectrometer, and Kratos Mass spectrometer. The Windsor Molecular Structure Centre is equipped with a Siemens Smart System CCD diffractometer. Apply, including a statement of research interests, to Dr. Szabo, Head, Chemistry and Biochemistry, Faculty of Science. Deadline 15 January 1997.

### COMMUNICATION STUDIES

One rene-track position at the assistant professor level. You should apply a theoretically and critically-informed perspective to current research in the social construction of communication and technological innovations and/or the political, economic, cultural, and historical dimensions of the adoption and use of communication and technology. You should have expertise in the design of media resources and the application of emergent media technologies in a range of institutional settings, a PhD in communication studies or related academic credentials, and evidence of scholarly publication or promise. Apply to Professor Gold, Head, Communication Studies, Faculty of Social Science.

### COMPUTER SCIENCE

Two tenure-track positions at the assistant professor level: one in Software Engineering and the other in Computer Network or Multi-Media. PhD in computer science required. Software Engineering position: requires experience in the formal specification, design, and construction of systems that support applications in science and/or engineering. Teaching duties will include enhancing course offerings in an undergraduate software development degree program. Computer Network or Multi-Media position: you will be responsible for enhancing course offerings in computer communications, WWW, and multi-media. Teaching will be at the graduate and undergraduate levels, and will include team-teaching. You will be expected to contribute to the development of infrastructure and to maintain a funded research program. Apply to Dr. Morrissey, Director, School of Computer Science, Faculty of Science.

### DRAMATIC ART

Two tenure-track positions at the assistant professor level: one in Acting/Directing and the other in Voice. You should have a MFA degree, a demonstrated commitment to scholarly/creative activity, teaching experience at the university level, and a demonstrated potential for excellence in the areas of specialization. In exceptional cases, demonstrated excellence outside of the conventional academic credentials will be considered in lieu of a graduate degree. You will teach primarily in the BFA acting and music theatre programs. Acting/Directing position: you will teach acting and direct plays for University Players. Voice position: you should be a specialist in voice for theatre and able to teach in other degree programs within the School of Dramatic Art. Apply to Professor Mady Kelly, Director, School of Dramatic Art, Faculty of Arts.

### EDUCATION

Three nine-month limited-term positions at the assistant professor level in Secondary School Science Methodology (physics, chemistry, and general science), Social Science Methodology (elementary and secondary), and Mathematics Methodology. You should have a doctoral degree, a teaching certificate, and several years of teaching experience. If you are qualified and prepared to undertake doctoral studies you may be considered for appointment at the lecturer rank. Apply to Dr. Awender, Dean, Faculty of Education.



# ANNONCES CLASSÉES

## ENGINEERING

Four tenure-track positions at the assistant professor level in (1) Industrial Waste/Solid and Hazardous Waste, (2) Solid Mechanics/Manufacturing Automation, (3) Thermofluids, and (4) Water Resources. You should be eligible for professional engineering registration in Ontario, have potential or proven ability for excellence in teaching and research, and be prepared to teach undergraduate and graduate courses and to supervise graduate students. Forward applications for positions (1) and (4) to Dr. N. Biswas, Head, Civil and Environmental, Faculty of Engineering. Forward applications for positions (2) and (3) to Dr. Northwood, Head, Mechanical & Materials, Faculty of Engineering.

(1) Industrial Waste/Solid & Hazardous Waste: you will have an undergraduate degree in engineering and a PhD in environmental, civil, or chemical engineering. You will teach undergraduate and graduate courses in waste treatment, solid and hazardous waste and undergraduate general engineering courses. Expertise in air pollution control and water treatment will be an asset.

(2) Solid Mechanics/Manufacturing Automation: you will have a PhD in mechanical engineering or related field, be expected to teach solid mechanics and control and general engineering courses, and to interact with research groups such as the Manufacturing Automation Group, Mechatronics Laboratory, and the NSERC/Chrysler Chair in Mechanical Engineering Design. You should have a strong foundation in solid mechanics and/or dynamics, vibration and control systems. Industrial experience, particularly in automotive and manufacturing areas, is desirable.

(3) Thermofluids: you will have a PhD in mechanical engineering or related field and expertise in fluid mechanics, heat transfer, and thermodynamics as applied to automotive, bio-medical, heat exchanger, or manufacturing areas. You will teach undergraduate and graduate mechanical engineering and undergraduate general engineering courses, and interact with research groups including the Thermofluids Research Laboratories, Fluid Dynamics Research Institute, and the NSERC/Chrysler Chair in Alternate Fuels.

(4) Water Resources: you will have an honours bachelor's degree in civil engineering and a PhD in water resources. You will teach undergraduate and graduate courses in hydraulics and hydrology, fluid mechanics, and coastal engineering. Practical experience in water resources and research experience in physical and mathematical modelling is preferred.

## ENGLISH

One tenure-track position at the associate professor level in English and Creative Writing. You will teach courses in both creative writing and literary/cultural studies at the graduate and undergraduate levels, and will be involved in non-curricular activities associated with our creative writing program.

Your creative work should complement our established strengths in fiction and poetry, with the benefits of the unique strengths of university programs in creative writing, dramatic art, music and visual arts. You should have a PhD or equivalent, an established record of creative publication and achievement, and a record of effective teaching and workshop presentation. Additional experience in related areas such as theatre, film, editing, or publishing would be an asset. Those who work in emerging, non-traditional, or interdisciplinary forms—for example, literatures and cultures of 19th century North America—are particularly encouraged. Apply to Dr. Herendeen, Head, English, Faculty of Arts.

## HISTORY

Two positions at the assistant professor level: one tenure-track position in Canadian Social History with a focus on labour studies, the other a nine-month limited-term in Modern British History with a focus on the 19th and 20th centuries. You should have a PhD, teaching experience, and research publications. Apply to Dr. Pryke, Head, History, Faculty of Social Science.

## KINESIOLOGY

One tenure-track position at the assistant professor level in Movement Science with specialization in: exercise physiology, or biomechanics, or perceptual motor behaviour. You will be expected to teach at the undergraduate and graduate levels, and to develop a vigorous research program. Apply to Dr. Olafson, Head, Kinesiology, Faculty of Human Kinetics.

## LAW

One tenure-track position at the assistant professor level in Corporate/Commercial Law. You will have an appropriate graduate degree or equivalent experience beyond first degree, a demonstrable record or potential for scholarship and research, and a commitment to teaching. Apply to Professor Westmoreland-Traoré, Dean, Faculty of Law.

## MUSIC

One tenure-track position as the Coordinator of the Bachelor in Music Therapy degree program at the assistant professor level (lecturer without doctorate). You must show evidence of successful university teaching, clinical experience, and administration in a music therapy program, hold recognized certification in music therapy, a master's degree, and preferably a PhD. You will be expected to coordinate and develop the music therapy program and curriculum, teach all courses in the professional sequence, organize and supervise clinical placements, and serve on departmental and university committees. Apply to Dr. Butler, Director, School of Music, Faculty of Arts.

## NURSING

One tenure-track and one nine-month limited-term position at the assistant professor level in the areas of Adult Health and/or Health Promotion. You must be eligible for registration with the College of Nurses of Ontario, hold a MSc in nursing and a PhD in nursing or a related discipline, have an active research record, and contribute to the graduate program. Teaching experience is desirable. Apply to Dr. Horsburgh, Director, School of Nursing, Faculty of Science.

## POLITICAL SCIENCE

One tenure-track position at the assistant professor level in the primary area of Canadian Foreign Policy and secondarily in International Relations (any specialty). A completed PhD is preferred; however, strong ABD candidates will be considered for appointment at the lecturer rank. You will be expected to teach undergraduate and graduate courses in Canadian foreign policy, undergraduate courses in international relations, including an introductory course, supervise graduate research at the master's level, and have a commitment to research and publication. Apply, with transcripts of relevant graduate work and a sample of research, to Dr. Soderlund, Head, Political Science, Faculty of Social Science.

## PSYCHOLOGY

One tenure-track position at the assistant professor level in our APA- and CPA-approved Clinical Psychology program. You must have a PhD in clinical psychology, a strong commitment to the scientist/practitioner model, an appropriate publication record, and eligibility for registration in Ontario. You should be competent to teach undergraduate and graduate courses and to provide clinical and research supervision in the graduate training program. Apply to Dr. Page, Head, Psychology, Faculty of Social Science.

## SOCIOLOGY

Two tenure-track positions at the assistant professor level: one in Criminology with specialization in penology, corrections or policing, and skills in quantitative methodology, and the other in Social Theory and/or Quantitative Methods. You should be able to contribute to departmental strengths in social psychology, health, comparative development, work, race and ethnic relations, social anthropology, or family, sex, and gender. We offer undergraduate degree programs in sociology, anthropology, criminology, and family and social relations, and a master's degree in sociology. A PhD is required and a sample of current work must be provided. Apply to Dr. Adam, Head, Sociology and Anthropology, Faculty of Social Science.

## COMPUTER SCIENCE

## DRAMATIC ART

## EDUCATION

## ENGINEERING

## ENGLISH

## HISTORY

## KINESIOLOGY

## LAW

## MUSIC

## NURSING

## POLITICAL SCIENCE

## PSYCHOLOGY

## SOCIOLOGY



UNIVERSITY OF  
**WINDSOR**

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Submit a complete curriculum vitae and arrange to have three letters of reference forwarded by January 31, 1997, unless otherwise indicated, to specified university departments, University of Windsor, Windsor, Ontario, Canada N9B 3P4. Visit us at <http://www.uwindsor.ca/jobs> for more information.



## CLASSIFIEDS

T'enseignement. Les candidats au poste de professeur adjoint(e) sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion compte 50 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Richard Leblond, Vice-doyen - affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 1997. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'Université McGill soutient l'équité en matière d'emploi.

**UNIVERSITY OF MANITOBA** - Faculty of Management invites applications for a tenure-track position in the area of entrepreneurship and management. This is a joint appointment between the departments of Marketing and Business Administration in the Faculty of Management. The position is subject to final budgetary approval. The appointment commences on July 11, 1997. Rank is at the Assistant or Associate level, and is based on qualifications and experience. A PhD completed or near completion is required. Salary is competitive and will depend on qualifications, experience, and research record. Duties include teaching and research in the areas of entrepreneurship and general management, and involvement in the Faculty's Centre for Entrepreneurship. The University of Manitoba encourages applications from qualified women and men, including members of

visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed primarily to Canadian citizens and permanent residents. Applications should be sent to: Dr. Frederick A. Starke, Chair, Entrepreneurship Management Search Committee, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V6. The closing date for receipt of applications is January 6, 1997.

### MARKETING

**CONCORDIA UNIVERSITY** - The Department of Marketing invites applications for a full-time tenure position at the Assistant Professor level. Candidates should have a PhD in International Marketing or be near completion. Effective teaching and strong research commitment is essential. Applicants should have a primary interest in research and teaching in international marketing. The successful candidate may also be required to teach in the other areas of Marketing. Applicants should list their secondary teaching interests. Faculty of Commerce and Administration offers B. Comm., MBA, M.B.A., M.A., M.Sc. and PhD degrees. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The position is subject to budgetary approval.

getary approval. Please apply in writing to Dr. Z. Gidycz, Chair, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Tel: (514) 848-2353 or FAX (514) 848-4554 or E-mail: gnylaw@vax2.concordia.ca.

### MATHEMATICS

**UNIVERSITY OF BRITISH COLUMBIA** - The Mathematics Department at the University of British Columbia expects to have a number of post-doctoral fellowships, seasonal lectureships, and visiting faculty positions for the year starting July 1, 1997, subject to the availability of funds. We also expect a number of summer season teaching positions during the months of May through August, 1997. A PhD or equivalent and University teaching experience and evidence of high potential for research in Mathematics are required. Some positions will be partially supported by research grants, these positions will be filled by persons having research interests relating to the grant holders. The salary will be commensurate with experience and research record. Applications, including CV and names of references, should be sent to: The Head, Department of Mathematics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. Applications received after February 1, 1997 will be considered only if vacancies remain to be filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. U.B.C. welcomes

all qualified applicants, especially women, aboriginal peoples, visible minorities and persons with disabilities.

**UNIVERSITY OF TORONTO AT SCARBOROUGH** - Assistant Professor (tenure stream) Mathematics. The University of Toronto at Scarborough seeks applications for a tenure-stream appointment at the rank of Assistant Professor in the field of Analysis. Effective July 1, 1997. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD. In particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to Mathematics. Salary will be commensurate with qualifications. Applicants should send their curriculum vitae, including a list of publications, a statement describing their proposed research programme, and all appropriate material relating to their teaching experience to: Professor J.C. Thompson, Chair, Physical Sciences Division, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4. They should also arrange for at least four letters of reference to be sent to the above address. At least one letter should be primarily concerned with the candidate's teaching. Applications must be received by January 31, 1997. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents of Canada). In accordance with the University of Toronto's Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

**UNIVERSITY OF TORONTO** - Department of Mathematics, Tenure-Stream Appointment in Algebra and Number Theory. The University of Toronto solicits applications for a tenure-stream appointment in the field of Algebra and Number Theory. The appointment is at the downtown (St. George) campus at the level of Assistant

Professor. To begin July 1, 1997. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD. In particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with experience. Applicants should send their complete CV, including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivić, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic applications form which is available from our World Wide Web Employment Opportunities page: <http://www.toronto.edu/multijob/>. To insure full consideration, this information should be received by January 31, 1997. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO** - Faculty of Mathematics. Applications are being accepted for a position at the rank of Lecturer (1-year appointment, renewable to a continuing appointment) beginning on or after July 1, 1997. Applicants should have a Master's degree in Computer Science or Mathematics and experience in teaching computer science at the secondary school or university level. Quites will include undergraduate teaching and advising, expanding the Faculty's school liaison program in computer science, participating in the preparation and administration of the Canadian

Computing Competition and taking a leadership role in computer science and technology based projects undertaken by the Centre for Education in Mathematics and Computing. It is expected that the successful candidate will have an interest in preparing and writing support materials for teachers and students. The current restructuring of education at UWaterloo offers the applicant an opportunity to take a leadership role in developing new models for effective teaching and learning of computer science and mathematics. Salary range commensurate with qualifications and experience. The closing date for application is January 31, 1997. This appointment is subject to the availability of funds. Send curriculum vitae and provide names of three referees to R.G. Soom, Associate Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO** - Faculty of Mathematics. Applications are being accepted for a three-year definite term position as Assistant Professor in the Faculty of Mathematics. Applicants should have a PhD in an area of the mathematical sciences, excellent teaching abilities and experience in tutorial organization. Duties include undergraduate teaching and working with the Director of First-Year Studies on the development of the learning centre in the Faculty of Mathematics. This centre provides tutorial help for students in first- and second-year mathematics courses. It is also expected that the incumbent will pursue further on their own interests. Salary will be commensurate with qualifications. The Faculty of Mathematics comprises five departments: Applied Mathematics, Combinatorics and Optimization, Computer Science, Pure Mathematics and Statistics and Actuarial Science.



## Tenure-Stream Position

**Pierre Lasseonde Chair in International Business**

The Schulich School of Business (formerly the Faculty of Administrative Studies) at York University in Toronto, Canada, is seeking an outstanding individual for an endowed chair in international business who will make a significant contribution to the international orientation of the School, effective July 1, 1997.

Preferred candidates will:

- be qualified to teach international business
- have extensive international experience in business or policy making
- have a substantial record of scholarly research
- provide evidence of effective university-level teaching experience
- possess a completed doctorate

*Salary and benefits are competitive. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.*

**Please send curriculum vitae, three letters of reference, samples of research papers and information regarding teaching experience (including teaching evaluations) to:**

Professor David J. Fowler  
Schulich School of Business  
York University  
4700 Keele Street  
North York, Ontario M3J 1P3  
Canada



## ASSISTANT PROFESSOR IN GEOSPATIAL INFORMATION SYSTEMS

The University of Calgary

The Department of Geomatics Engineering invites applications for the position of Assistant Professor in geospatial information systems, effective July 1, 1997. Applicants should have a PhD in engineering or applied science related to geomatics, with a demonstrated research excellence in one or more of the following areas: spatial (3 and 4-D) information systems, spatial data structures and standards, and mathematical/statistical analysis of spatial data.

The successful applicant is expected to provide leadership and vision to the geospatial information systems core of the undergraduate program and further development of a related research and graduate program. The selected candidate must have the capability and the willingness to teach various undergraduate courses related to geospatial information systems in addition to other fundamental engineering courses such as object oriented programming. It is expected that the research in geospatial information systems will be applied to and integrated with selected areas of geomatics engineering, such as resource, cadastral, municipal and environmental studies. The applicant should have the academic background required and the willingness to register as a Professional Engineer in The Province of Alberta.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applications should include a detailed curriculum vitae and a complete list of publications. The closing date is February 28, 1997. Information on the program can be found at <http://www.ensu.ucalgary.ca/>. Three letters of reference should be mailed directly to:

Head  
Department of Geomatics Engineering  
The University of Calgary  
2500 University Drive N.W.  
Calgary, Alberta T2N 1N4



**THE UNIVERSITY OF CALGARY**

[www.ucalgary.ca](http://www.ucalgary.ca)

## Assistant Vice-President Student Services/Dean of Students Wilfrid Laurier University

Applications and nominations are invited for the newly-created position of Assistant Vice-President Student Services/Dean of Students at Wilfrid Laurier University. The appointment will commence on July 1, 1997, or as soon as possible thereafter, and will be for a five-year term.

Wilfrid Laurier University provides undergraduate programs to some 5200 full-time and 2000 part-time students, and graduate programs to some 500 full-time and 300 part-time students. It is organized into five Faculties: Arts and Science, Business and Economics, Music, Social Work, and Graduate Studies.

Reporting to the Vice-President: Academic, the Assistant Vice-President Student Services/Dean of Students is accountable for the development, direction and implementation of non-academic student life policies. The successful candidate will work closely with student leaders, and with the Directors of Athletics and Recreation, Career Services and Co-operative Education, Counselling Services, Health Services, and Special Needs, all of whom will report to the Assistant Vice-President Student Services/Dean of Students.

Candidates should have experience in an academic setting, demonstrated management and organizational abilities, and the capacity to work constructively with students, faculty, staff and senior administrators.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded before February 1, 1997 to:



Dr. Rowland Smith, Vice-President: Academic  
Chair, Search Committee (Student Services)  
Wilfrid Laurier University  
75 University Avenue West  
Waterloo, Ontario N2L 3C5

*In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.*

L'Université de Moncton sollicite des candidatures au poste suivant :

## Professeur ou professeur de carrière

École des sciences infirmières

(Sous réserve d'approbation budgétaire)

L'École des sciences infirmières recherche des personnes hautement qualifiées afin de pourvoir deux postes de professeur régulière ou professeur régulier.

### Fonctions :

Dans le cadre des fonctions universitaires d'enseignement, de recherche et de service à la collectivité, la personne dont la candidature aura été retenue devra contribuer à l'enseignement dans son domaine d'expertise, de même qu'à la recherche en sciences infirmières.

### Qualifications :

Être titulaire d'un diplôme de doctorat en sciences infirmières ou dans une discipline liée aux soins infirmiers (dans ce dernier cas, une maîtrise en sciences infirmières est exigée). Être membre en règle de l'A.I.N.B. ou être admissible à le devenir; avoir acquis une expertise technique dans le domaine de la santé maternelle et infantile ou de la pédiatrie; avoir mis en place un programme de recherche structurée étayé par des publications dans des revues professionnelles en plus d'avoir de l'expérience en enseignement universitaire. Les personnes ne possédant qu'une connaissance minimale du français sont également invitées à poser leur candidature; des conditions d'apprentissage de la langue française seront alors rattachées au contrat.

Veuillez faire parvenir, avant le 15 décembre 1996, votre curriculum vitae et le nom de trois personnes pour références à Michèle Trudeau, directrice, École des sciences infirmières, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.

L'Université de Moncton applique une politique d'équité en matière d'emploi. Ce poste est offert également aux femmes et aux hommes.



**UNIVERSITÉ DE MONCTON**

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidents et résidentes permanents seulement.



# ANNONCES CLASSÉES

It has over 3000 undergraduate majors, about 140 full time faculty members and 120 graduate students. The learning centre provides individual students from large first- and second-year classes in algebra and calculus with supplementary tutorial aid, and it is planned to extend the centre into a broad support facility for undergraduate studying mathematics. Idea and enthusiasm for the development of the learning centre are essential qualities of the successful candidate. Applicants should submit a curriculum vitae and three letters of reference to be sent to: Dr. I.D. Kalbfleisch, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is February 28, 1997 and appointment will be effective July 1, 1997. In accordance with Canadian immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

Two teaching are required. Responsibility will include the supervision of graduate students as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send curriculum vitae and the name of three references to: Prof. I.P. Goulden, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1997. Closing date for receipt of applications is January 15, 1997. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

limited research program are particularly encouraged to apply. Salary will depend on the candidate's qualifications. Interested individuals should send curriculum vitae and the name of three references to: Prof. I.P. Goulden, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1997. Closing date for receipt of applications is January 15, 1997. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

plus three letters of reference sent directly from referee. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to Dr. W. Gilbert, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The department's Web page is at [http://math.uwaterloo.ca/FM\\_Depthompage.html](http://math.uwaterloo.ca/FM_Depthompage.html).

## MATHEMATICS & COMPUTER SCIENCE

**BRANFORD UNIVERSITY** — The Department of Mathematics and Computer Science invites applications for a probationary faculty position starting July 1, 1997 or sooner if possible, subject to budgetary approval. Applicants should have a PhD in Computer Science. The appointment will be at the Assistant Professor level. The successful

applicant will be expected to maintain a research program in Computer Science and will be responsible for teaching introductory as well as theoretical and/or applied courses at the senior level. The salary range for Assistant Professor is \$37,798 to \$55,856. Brandon University is located in Brandon, Manitoba, a city with a population of approximately 40,000. The University has facilities of Arts, Science, Education and a School of Music, and serves the entire western area of the province as well as eastern Saskatchewan. A variety of outdoor and cultural activities are readily available. Applicants, together with a current CV, current preprint/prints, official transcripts and names of referees, should be sent to: Dr. J.G. Williams, Chair, Dept. of Mathematics & Computer Science, Brandon University, Brandon, MB, R7A 6A9. Applications sent by electronic mail should go to: [williams@brun.ca](mailto:williams@brun.ca) with a second copy to [dean@brun.ca](mailto:dean@brun.ca). Closing Date when position is filled. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily towards Canadian citizens and permanent residents. Both women and men are encouraged to apply.

## MATHEMATICS & STATISTICS

**SIMON FRASER UNIVERSITY** — Position in Applied and Computational Mathematics. The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure-track position in Applied and Computational Mathematics at the Assistant Professor level starting September 1st, 1997. At this time our emphasis is on complementary current strengths in mechanics (fluids and solids) and scientific computing, and developing new expertise in industrial and environmental modeling. Applicants are expected to have completed a PhD degree at the time of appointment, have post-doctoral experience or a proven research record, and be able to demonstrate strong potential in both research and teaching. Applications, including curriculum vitae, descriptive statements on research plans and teaching activities should be sent, by 15 January 1997, to: Dr. J.L. Bergeron, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Please arrange for three letters



ACADIA  
UNIVERSITY

## Tenure Track and Term Positions SCHOOL OF EDUCATION

The School of Education, Acadia University, invites applications for a number of tenure track and term positions beginning July 1, 1997, available due to a planned increase in student enrollment.

The Acadia School of Education offers a two-year after degree B.Ed. and an M.Ed. in Counselling, Curriculum Studies, and Special Education.

Candidates should have a completed, or nearly completed, doctoral degree and several years of relevant teaching/work experience appropriate for one of the following:

- Position A — Elementary Math Methods, Secondary Math Methods — Tenure track
- Position B — Educational Technology (multimedia, networking, and computers in education) — Tenure track
- Position C — Educational Leadership and School Development — Contractually limited term appointment. (pending program approval)
- Position D — Technology Education (Power, Energy, Transportation, Communications, Production) Contractually limited term appointment. (possible joint appointment with local school district)

In addition to applying for one of the above positions, candidates should identify a second area of teaching expertise, for example, counselling, particular areas of curriculum, foundations, or special education.

Appointments are normally made at the Assistant Professor level up to grid step 4.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be forwarded to: Dr. James Fasano, Director, School of Education, Acadia University, Wolfville, NS B0P 1X0. Applications will be received until March 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University reserves the right not to fill these positions. Acadia University is an Equal Opportunity Employer.

Wolfville  
Nova Scotia



## UNIVERSITY OF SASKATCHEWAN LIBRARIES Associate Director of Libraries

The University of Saskatchewan Libraries invite applications for the position of Associate Director of Libraries.

**Environment:** The University of Saskatchewan Libraries consist of eight branch libraries. The collection consists of 1.613 million printed volumes in addition to 2.85 million items in microform, and over 455,000 government documents and pamphlets. The Libraries' 150 staff serve over 20,000 faculty and students. Automated library information systems support includes Innovative Interfaces (acquisitions, cataloguing, circulation and on-line catalogue) as well as a wide variety of standalone, networked, Internet and Web databases and services. The Libraries have embarked upon an extensive organizational design and restructuring process and this position is a key one in the new structure. Further information on the Libraries' services can be obtained at <http://library.usask.ca/search.html>. Information on the new organization can be obtained at <http://library.usask.ca/ordp/>.

**Responsibilities:** The Associate Director of Libraries reports to the Director of Libraries and is directly responsible for overseeing the operations of the public service, technical service and library systems departments. As a member of the senior management team of the Libraries, the incumbent provides leadership in long-range planning, operational analysis, budget development, resource allocation and policy formulation of library services to the University community.

**Qualifications:** A degree from an ALA-accredited library school is required and at least ten years of progressively more responsible library experience in a variety of positions, preferably in a large academic library. Applicants should have a broad knowledge of operations and procedures in public and technical services and library information systems. Strong leadership abilities are required, including demonstrated problem-solving skills, creativity and flexibility. Applicants must have a thorough knowledge of current issues in academic librarianship and excellent communication and interpersonal skills. Experience in a highly integrated and complex automated library environment, in a unionized environment and the ability to manage change are also required. The successful candidate will have a commitment to a style of management that emphasizes consultation and the effective interrelationship of all library services working towards common goals.

**Effective Date:** The position is available immediately.

**Terms and Conditions of Employment and Salary:** The appointment is out-of-scope and will be for an initial term of five years, renewable under the University's Search and Review Procedures for Senior Administrators. The successful candidate will be eligible for permanent status within the Libraries under the terms of the Library Standards for Permanent Status and Promotion. The salary will be commensurate with qualifications and experience.

Interested candidates should submit an application, including resume, salary expectations and the names of at least three referees, by January 15, 1997 to: Frank Wier, Director of Libraries, University of Saskatchewan Libraries, Room 156 Main Library/Murray Building, 3 Campus Drive, Saskatoon, Saskatchewan S7N 5A4

The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.



## COLLEGE PROFESSOR - EDUCATIONAL PSYCHOLOGY Bachelor of Education (Elementary) Program Kelowna Centre

Okanagan University College is a comprehensive university college, offering a range of undergraduate degree, diploma, vocational, developmental, career, health and technical programs. Following seven years of partnerships with the University of British Columbia and the University of Victoria, OUC began to offer degree programs as an independent degree granting institution commencing in the Fall of 1996. OUC operates campuses in Kelowna, Vernon, Salmon Arm and Penticton, with degree completion programs concentrated in Kelowna.

The Bachelor of Education Degree Program in the Faculty of Arts and Education invites applications for a full-time continuing College Professor in Educational Psychology to teach courses in the areas of: The Psychology of Classroom Practice; The Atypical Learner; Child Development; Remedial Methodology and Evaluation of Student Achievement. Supervision of student teachers may also be required.

Required qualifications are a Ph.D. or equivalent in the instructional area with a strong record of university-level teaching and scholarly activity, public school teaching experience, experience supervising student teachers, and a commitment to post-secondary education.

This is a full-time continuing appointment effective August 5, 1997.

Salary is \$42,969 to \$61,739 per annum with placement on the salary scale dependent upon qualifications and experience. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement.

For inquiries of an academic nature please contact Sharon McCoubrey, Chair, at: (250) 470-6036.

Please submit a curriculum vitae and three references by January 31, 1997, quoting Competition No. 99FAC96 to: Employee Relations Division, OKANAGAN UNIVERSITY COLLEGE, 1000 K.L.O. Road, Kelowna, B.C. V1Y 4X8.

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

## ASSISTANT PROFESSOR IN DIGITAL MAPPING

The University of Calgary

The Department of Geomatics Engineering invites applications for the position of Assistant Professor in Digital Mapping, effective September 1, 1997. Applicants should have a PhD in engineering or applied science related to geomatics with a demonstrated research excellence in one or more of the following areas: digital image analysis, digital photogrammetry, computer vision and remote sensing.

The applicant is expected to provide leadership and vision to the digital imaging and remote sensing core of the undergraduate program and the further development of a graduate program related to digital mapping. The selected candidate must have the capability and the willingness to teach various undergraduate courses related to digital imaging and remote sensing in addition to other fundamental engineering courses such as object oriented programming. It is expected that the research in digital mapping will be applied to and integrated with selected areas of geomatics and engineering. The applicant should have the academic background required and the willingness to register as a Professional Engineer in the Province of Alberta.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applications should include a detailed curriculum vitae and a complete list of publications. The closing date is February 28, 1997. Information on the program can be found at <http://www.ensu.ucalgary.ca/>. Three letters of reference should be mailed directly to:

Head  
Department of Geomatics Engineering  
The University of Calgary  
2500 University Drive N.W.  
Calgary, Alberta T2N 1N4



[www.ucalgary.ca](http://www.ucalgary.ca)



# CLASSIFIEDS

of reference to be sent directly from the references. Further information on the department and the university can be found on the WWW site <http://www.math.ubc.ca/~math>. The position is subject to final budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The Department of Mathematics and Statistics at Simon Fraser University currently has a dozen faculty members working in applied and computational mathematics and has research experience in solid and fluid mechanics, numerical analysis, reliability, symbolic computation and optimization. We have approximately 20-25 graduate students (mostly 1st or 2nd year) working in these areas, and we offer a graduate degree in Applied and Computational Mathematics. In total, the department has 34 faculty and 5 lab instructors and offers undergraduate programs in applied and computational mathematics, pure mathematics, statistics and actuarial mathematics. In addition to a high quality research program, we place a strong emphasis on encouraging innovation in, and commitment to, teaching. We have co-supervised both the graduate and undergraduate levels. Our first year mathematics and statistics courses are supported by an excellent work system that provides students with one-on-one contact with teaching assistants and instructors and an environment designed to develop a community of learning. Research and instruction

are supported by an extensive university computing network and the department itself has a research network of more than 40 Sun stations and over a dozen Silicon Graphics machines (many of which are located in the Centre for Experimental and Constructive Mathematics). Being located atop Burnaby Mountain in Vancouver, one of the most beautiful cities in the world, the University offers a marvelous working environment.

## MEDICAL GENETICS

**UNIVERSITY OF BRITISH COLUMBIA - The Department of Medical Genetics** at the University of British Columbia has an opening for a Research Associate. The position will entail novel approaches to investigation of the function of lipoprotein lipase (LPL) using molecular and cell biology approaches. In particular, the interaction of LPL with other proteins and proteoglycans will be explored. Applicants for this 1 year renewable term position will possess a PhD in Biochemistry and Cell Biology and at least 4 years of post-doctoral experience. Exceptionally motivated individuals with an advanced knowledge of lipoprotein genetics and biochemistry will be considered. The anticipated start date of appointment is April 1, 1997, or as negotiated. The deadline for applications is February 1, 1997. Salary will be commensurate with qualifications and experience. Applications, including a cv, should be sent to: Dr. J. L. J. Department of Medical Genetics, University of British Columbia, F168, 2211 Westbrook Mall, Vancouver, B.C. Canada V2T 2B5. In accordance with Canadian

Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

**UNIVERSITY OF BRITISH COLUMBIA - Clinical Geneticist. The Department of Medical Genetics, University of British Columbia at B.C. University Hospital**, has an immediate opening for a qualified clinical geneticist for the Provincial Medical Genetics Program in Vancouver, B.C. The faculty position is an appointment with ongoing funding from the province's medical plan. Candidates will have an MD or equivalent degree with completion of specialty training in Medical Genetics (certification in clinical genetics by the Canadian College of Medical Genetics or Royal College of Physicians and Surgeons of Canada preferred). The successful candidate will participate in patient care, develop a vigorous, independent research program, and participate in teaching at the undergraduate, graduate and post-graduate levels. The salary for this position will be determined by qualifications according to the Provincial Medical Services Plan. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. If interested, please send a curriculum vitae, including a list of references, to: Dr. S. Langlois, Clinical Director, Provincial Medical Genetics Program, B.C. Children's Hospital, 4200 Oak Street, Room C234, Vancouver, B.C. V6H 3N1 Canada; Email: [slanglois@chilab.ubc.ca](mailto:slanglois@chilab.ubc.ca); Phone: (604) 875-2157 Fax: (604) 875-3490.

## MUSIC

**UNIVERSITY OF TORONTO - Position in Music Theory.** Applications are invited for a tenure-track position in music theory, either at the rank of lecturer or assistant professor, depending on qualifications. The candidate should have teaching experience at university level and either a completed doctorate or be in the final stages of completing the degree. Duties include teaching courses at both the undergraduate and graduate levels, directing independent studies, and serving on committees. We are particularly interested in an individual with expertise

in theoretical systems related to 20th-century music and who will be productive as a research scholar. This position is subject to budgetary approval. Application deadline is February 1, 1997. Starting date is July 1, 1997. Applicants should send a curriculum vitae, publications and/or research projects, and they should include a letter of reference to: Prof. David Beach, Dean, Faculty of Music, University of Toronto, Toronto, ON M5S 2E5. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. In accordance with Toronto employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal people and persons with disabilities.

**THE UNIVERSITY OF ALBERTA - The Faculty of Arts and the Department of Music** are in the midst of a process of extensive faculty renewal at unequalled pace in three decades. Three positions have been filled in the Department of Music in the last five years and at least four more will be filled in the next five, totalling a third of the Department. Accordingly, applications are invited for a full time tenure-track position in piano at the Assistant or Junior Associate Professor level (1996-97 salary ranging from \$32,320 to \$55,712). This position is subject to approval of funding. Applicants should have a completed doctorate or equivalent professional experience, and have a currently active performing career. Teaching duties may include studio teaching, chamber music coaching and classes in piano pedagogy and piano literature. Research/creative activity will be focused on solo and chamber music performance. Experience and expertise in 20th century repertoire is highly desirable. Ability to work successfully in the graduate program (MMA/PhD) is essential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable individuals will be considered. Letter of application, curriculum vitae, three confidential letters of reference, and permanent record card should be sent to: Dr. Fordey Pier, Chair, Department of Music, University of Alberta, 382 Fine Arts Building, Edmonton, Alberta, Canada T6G 2G9. Application deadline: January 15, 1997. Types of solo and chamber music performances may be requested at a later date. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified persons, including aboriginal people, persons with disabilities, and members of visible minorities.

ity in the workplace and encourage applications from all qualified women or men, including persons with disabilities, and members of visible minorities.

**THE UNIVERSITY OF ALBERTA - Department of Music.** The Faculty of Arts and the Department of Music are in the midst of a process of extensive faculty renewal unequalled in the last 30 years. Three positions have been filled in the Department of Music in the last three years and at least four more will be filled in the next five years, totalling a third of the Department. Accordingly, applications are invited for a full time tenure-track position in strings and conducting at the Assistant Professor level (1996-97 salary range from \$32,320). Applicants should have a completed doctorate or equivalent professional experience. Teaching duties may include studio teaching in the successful applicant's principal instrument, conducting of the Academic Strings and the University Symphony Orchestra, chamber music, classes in string instrument pedagogy and conducting. Research/creative activity will focus on solo and chamber music performance. Excellence and expertise in 20th century repertoire is highly desirable. Ability to work successfully in the graduate program (MMA) is essential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable individuals will be considered. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to: Dr. Fordey Pier, Chair, Department of Music, University of Alberta, 382 Fine Arts Building, Edmonton, Alberta T6G 2G9. Application deadline: January 15, 1997. Types of solo and chamber music performances, and orchestral performance conducted by the applicant may be requested at a later date. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified persons, including aboriginal people, persons with disabilities, and members of visible minorities.

## NURSING

**UNIVERSITY OF TORONTO - The Faculty of Nursing** is seeking experienced, creative faculty members for several new initiatives. An adult or pediatric nurse practitioner with expertise in an acute care specialty is sought to develop a new acute care nurse practitioner program at the master's level. Applicants should have a master's in nursing and preferably a doctorate in nursing, a NP certificate, experience in teaching and a research track record. Tenure-track appointments will be made at the assistant or associate professor level with a cross appointment to one of the University of Toronto teaching hospitals for practice. As well, applicants are sought for a tenure-track position at the assistant professor level in the area of perinatal nursing. A master's and PhD preferably in nursing are required. Clinical expertise and research should focus on the care of women and their families during pregnancy or in the post-partum period. The successful candidate will be appointed to the Perinatal Nursing Research Unit at Mount Sinai Hospital. We are seeking individuals to join our Faculty who get excited about teaching, are strongly committed to research and have the ability to work collaboratively with practicing nurses, nurse researchers and researchers from other disciplines. The Faculty of Nursing offers a second employment/division BScN program, a large master's program focusing on program development and advanced practice across a wide range of clinical specialties and administration and a PhD in nursing. Please send your curriculum vitae and letter of application with the names of three references to: Dean Dorothy Pringle, RN, PhD, Faculty of Nursing, University of Toronto, 50 St. George Street, Toronto, Ontario M5S 3H6. Deadline: January 31, 1997. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal people and persons with disabilities.

**TRINITY WESTERN UNIVERSITY - Nursing.** Subject to budgetary approval, a tenure track position is available in Community Health Nursing (beginning August 1, 1997). Position requires theory and clinical teaching. Doctorate preferred with experience in clinical specialty. R.N.C. registration required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to sign support research. University Statement of Faith and Community Standards. CVs and letters of reference should be addressed to: Dean of Nursing, Trinity Western University, 7600 Clover Road, Langley, B.C. V2Y 1Y1 (604) 888-7511; Fax: 604-888-1225; email: [enr@twu.bc.ca](mailto:enr@twu.bc.ca). In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens or permanent residents.

## OBSTETRICS & GYNECOLOGY

**McGILL UNIVERSITY - Assistant Professor.** The Department of Obstetrics and Gynecology, Royal Victoria Hospital and McGill University, invites applications for the position of a full-time, probationary, tenure track position. Applicants should have broad experience in assisted reproduction and in running a preimplantation genetics laboratory, including fluorecence in situ hybridization and single cell PCR. The candidate should also have established expertise in basic research using animal models of early embryonic development. The candidate is expected to have a PhD degree and at least three years post-doctoral experience. Please send a curriculum vitae, statement of research experience and future research plans, and the names and telephone numbers of three referees to: Dr. S. Tan, Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, Women's Pavilion, 687 Pine Avenue West, Montreal, Quebec, H3A 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received before January 15, 1997.

## OCCUPATIONAL THERAPY

**DALHOUSIE UNIVERSITY - School of Occupational Therapy.** Applications are invited for a full-time, probationary, tenure track position in the School of Occupational Therapy, Faculty of Health Professions, Dalhousie University, at the rank of Assistant Professor, commencing August 1, 1997. Responsibilities include teaching, research, scholarly work, and administrative duties. Preference will be given to occupational therapists who have doctoral qualifications, research experience/clinical and at least two years of professional experience. Previous academic experience would be an asset. Salary will be commensurate with qualifications and experience. This appointment is subject to budgetary approval. Applications together with a curriculum vitae and the names of three referees should be submitted to: Barbara J. O'Shea, Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5; Phone: 902-494-8804; Fax: 902-494-1229; Email: [barbara.oshea@dal.ca](mailto:barbara.oshea@dal.ca). Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal people, racially visible people, and persons with disabilities. Applications will be accepted until a suitable candidate has been identified. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## OUTDOOR RECREATION, PARKS & TOURISM

**LAKEHEAD UNIVERSITY - The School of Outdoor Recreation, Parks and Tourism.** At Lakehead University students' applications for two probationary (tenure-track) appointments commencing on August 1, 1997. The rank and salary will be commensurate with education and quality



## Biostatistician

The Department of Public Health Sciences, Faculty of Medicine and Oral Health Sciences, University of Alberta, is offering a full-time academic contract position for a Biostatistician. The contract is for a period of up to five years with an option to renew. The position will be at the Assistant, Associate, or Full Professor-level. The salary range will be commensurate with experience, and includes a comprehensive benefits package. The successful candidate will provide leadership in the discipline and will have a proven track record in biostatistics, including health care evaluation, independent and collaborative research, teaching, and senior graduate student supervision. Significant opportunities exist for research funding and for involvement in activities focusing on the evaluation of the unique changes that are occurring in the health system in Alberta.

The successful candidate will have a PhD and a strong mathematical background in biostatistics, experience in health care evaluation research, and be able to communicate effectively in respect to statistical concepts.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Deadline for applications is December 31, 1996. Curriculum vitae citing three references are to be sent to:

Dr. TW Noseworthy, Chair  
Biostatistics Search and Selection Committee  
Department of Public Health Sciences  
13-103 Clinical Sciences Building  
Edmonton, Alberta T6G 2G3

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

## Queen's University at Kingston

### Assistant Professor, Department of Drama

The Department of Drama, Queen's University invites applications for a tenure track appointment at the Assistant Professor level commencing, subject to budgetary approval, July 1, 1997. Salary will be commensurate with experience. The Department's major focus is on theatre in Canada in its current and historical context, and the program examines the theatre on a laboratory model in which practice and theory inform each other. The person appointed will be expected to teach, have a demonstrated interest in the history and theory of acting, and to teach in at least one other area of the curriculum. The appointee will be expected to develop a continuing program of research in acting, to direct productions in the department, and to advise and supervise student projects. In addition to evidence of effective teaching, the successful candidate will have at least two of the following three qualifications: completion of an accredited conservatory program in acting, professional theatre experience, the PhD. Queen's University has an Employment Equity Program, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, aboriginal peoples, people with disabilities and visible minorities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. A letter of application, curriculum vitae and the names and addresses of three people who are willing to provide letters of reference should be sent to: Professor Gary Wagner, Head, Department of Drama, Queen's University, Kingston, Ontario, K7L 3N6, Fax: (613) 545-6266. Telephone: (613) 545-2164. The closing date for applications is January 15, 1997.



## DEAN OF THE FACULTY OF DENTISTRY

The University of Manitoba invites applications and nominations for the position of Dean of the Faculty of Dentistry. The appointment is expected to commence on July 1, 1997 and will be for an initial term of five years. The Faculty, which includes the School of Dental Hygiene, is located at the University of Manitoba downtown campus adjacent to the Health Sciences Centre complex. The Faculty offers programs leading to the degrees of Doctor of Dental Medicine, Bachelor of Science in Dentistry, Master of Science and Doctor of Philosophy, and diplomas in Dental Hygiene, Oral and Maxillofacial Surgery and Periodontics.

Full-time enrollments for 1996/97 are: 99 (OMO); 8 (B.Sc.Dent.); 53 (OOK); and 25 graduate students. The Faculty comprises approximately 100 academic staff and 50 FTE support staff. The Faculty operates a dental clinic on site and is involved in both basic and clinical research. It also engages in extensive service programs in Manitoba and the far North.

Candidates should have a M.O.D., O.D. degree and/or a doctorate in a related area; successful administrative experience; demonstrated ability to relate to others including students, university units, professional organizations, health agencies, governments and communities; and a significant record in teaching, scholarship, practice and/or research. Qualifications and experience should be commensurate with a senior academic appointment at the rank of Professor.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents.

Applications (including a curriculum vitae and the names of three referees) or nominations should be forwarded by January 31, 1997 to: Dr. J.S. Gardner, Vice-Chancellor (Academic) and Provost, Chair, Advisory Committee for the Dean of Dentistry, Room 302, Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Fax: 204-261-1318.

## Associate Professor

### Faculty of Human and Social Development

The Schools of Child and Youth Care, Nursing, and Social Work, and the Faculty of Human and Social Development offer a graduate, multidisciplinary program in policy and practice in the human services. The program focuses on the development of leadership skills by critically examining policy and practice. It provides an opportunity for experienced professionals to reflect on and explore current issues and dilemmas in the human services in Canada.

Applications are invited for a full-time tenure-track position at the Associate Professor level, effective July 1, 1997. The minimum requirements are a doctorate in one of the above or a closely related discipline, an established research program, substantial experience as a practitioner in the human services, and teaching excellence at the graduate level.

Applications must be received by January 15, 1997, accompanied by a curriculum vitae and the names of three referees. An information package describing the program and expectations of the position is available by calling Barbara Egan at (604) 721-8204.

The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, minorities and aboriginal persons.

Applications should be addressed to:  
Dr. Anita Molzahn  
Dean, Faculty of Human and Social Development  
University of Victoria  
P.O. Box 1700  
Victoria, BC  
V8W 2Y2



## DIRECTOR SCHOOL OF SOCIAL WORK

Memorial University of Newfoundland invites applications and nominations for the position of Director of the School of Social Work. Candidates should have an advanced degree in Social Work and be eligible for registration as a social worker in the Province, have a clear vision of the professional and academic role of the School, have a strong record of research and scholarship, and have a proven record as a creative leader.

The School, which is accredited by the Canadian Association of Schools of Social Work, offers B.S.W., M.S.W. and Ph.D. degrees and interesting opportunities for research and continuing education. The School currently enrolls 132 undergraduate students and 69 graduate students, and has 15 full-time faculty.

Memorial University, the largest Atlantic region university in Canada, is the only university in Newfoundland. It is geographically and philosophically placed to take advantage of its location and linkages in Europe. Memorial University enrolls over 16,000 undergraduate and graduate students in seven faculties and seven schools. Its main campus is located in St. John's, a unique city of great charm.

It is anticipated that the appointment will take effect no later than September 1, 1997. Written nominations or applications, the latter accompanied by a resume and the names of three referees, should be submitted on or before January 31, 1997 to:

Dr. Jaap Tuijnman  
Vice-President (Academic) and Pro Vice-Chancellor  
Memorial University  
St. John's, N.F. Canada A1B 3X9  
Telephone: (709) 737-6246; Fax: (709) 737-2074  
E-mail: [tuijnman@morgan.ucs.mun.ca](mailto:tuijnman@morgan.ucs.mun.ca)

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.



# ANNONCES CLASSÉES

**Facilities:** Applicants should have an earned doctorate or be near completion and have demonstrated expertise in one of the following areas: Parks interpretation, planning, management, policy, 2. Natural Resource Based Tourism. In addition, preference will be given to applicants who can contribute to at least one of the other streams in the program (i.e. leadership, parks tourism, etc.), have a strong publication record. The School of Outdoor Recreation, Parks and Tourism has a unique, innovative and dynamic programme with over 400 full-time students, and offers a wide variety of courses dealing with all aspects of natural resource based recreation including leadership, parks and tourism. The School is centrally located in Thunder Bay, Ontario, a location that provides an excellent setting for the program as well as numerous opportunities for research information. This facility is available on the Internet (<http://www.leisureedu.ca/option/option1.htm>) or can be obtained by contacting the School. Interested applicants should submit a cover letter, curriculum vitae and the names and addresses of three referees to Professor Tom Stevens, Director, School of Outdoor Recreation, Parks and Tourism, 1400 Lakeshore Drive, 9th Floor, Thunder Bay, Ontario, P7B 3S1 (807) 343-8755 (807) 346-7836 (fax). Tom.Stevens@leisureedu.ca. The closing date is January 15, 1997; however, appointments will be accepted until the appointments are filled in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Laidback University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

## PEDIATRICS

**UNIVERSITY OF ALBERTA - Pediatric Endocrinologist - The Department of Pediatrics, University of Alberta, is seeking a Pediatric Endocrinologist to fill a full-time position commencing July 1, 1997. The successful applicant will be expected to pursue basic or clinical research in an area relevant to pediatric endocrinology. Particular interest in the immunopathogenesis of type 1 diabetes mellitus as well as clinical translation work to be done as there are established areas of excellence within the university and would allow collaboration with world-class researchers in the field. The successful applicant will also have some responsibilities for undergraduate and resident teaching and for clinical service, but protected time for research is guaranteed. University salary and academic appointment appropriate to experience and training. The successful applicant must be licensed in Alberta and hold a College of Physicians and Surgeons of Canada (CSC) certification or equivalent. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit by December 31, 1996, a copy of their curriculum vitae and names of three referees to: Dr. Frances Harley, Acting Chair, Department of Pediatrics, 25.10 Walter Radeau, University of Alberta, Edmonton, AB T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men including aboriginal peoples, persons with disabilities, and members of visible minorities.**

## PHARMACEUTICAL SCIENCES

**THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Pharmaceutical Sciences, Faculty of Medicine - Clinical Research Development. Applications are invited for a full-time position in the Division of Clinical Pharmacy in the area of clinical pharmacy and research development to commence 1 July 1997 or as soon thereafter. The successful applicant will hold a joint appointment with the University (20%) and the Pharmacy Department of St. Paul's Hospital (80%). The in-**

itial appointment will be made at the rank of Assistant Professor (tenure) or non-tenure track depending upon qualifications and experience. Applicants must possess an advanced degree in pharmacy (Pharm.D. preferred) and a minimum training in a residence or fellowship program appropriate to a specialty field in adult pharmacy. The applicant must have demonstrated ability or a record of research in a clinical environment. The successful candidate will join an active research program in the Division of Clinical Pharmacy and assist in the provision of undergraduate, Pharm.D., residency and continuing education teaching. Scholarly clinical service and creative professional activity consistent with the mission of the University and the Hospital will also be required. The candidate's role at the hospital will initially be to establish a clinical site in an area of the applicant's specialty. However, the plan is for the individual to develop a solid research program in this area and to lead the development of a pharmacy initiated research, within the Department. Salary is negotiable, subject to budgetary approval, and commensurate with experience and qualifications. Deadline for applications: 31 January 1997 or until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. Requests for further information and a letter of application (with the names of three referees) should be sent to Dean Frank S. Abbott, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C. V6T 1Z3. Phone: (604) 822-3243; Fax: (604) 822-3035.

**THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Pharmaceutical Sciences. Applications are invited for a full-time position in the Division of Clinical Pharmacy to assist in the area of women's and pediatric pharmacy practice at the University of British Columbia to commence 1 July 1997. The successful applicant will hold a joint appointment with the University and the Department of B.C.'s Children's Hospital and B.C. Women's Hospital. The initial appointment will be made at the rank of a grant tenure track. Assistant Professor. Appointment requirements: This advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. Requests for further information and a letter of application (with the names of three referees) should be sent to Dean Frank S. Abbott, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C. V6T 1Z3. Phone: (604) 822-3243; Fax: (604) 822-3035.**

## PHILOSOPHY

**UNIVERSITY OF VICTORIA - The Department of Philosophy at the University of Victoria invites applications for one or more eight-month seasonal appointments at the junior level to begin 1 September 1997, subject to budgetary approval. Candidates must be able to teach intro-**

ductory philosophy and some combination of the following to make a full load: philosophy of religion, moral problems, applied ethics (other than bio-medical ethics), history of modern philosophy, philosophy of science, and philosophy of technology. Preference will be given to applicants with a PhD. Teaching experience and research program. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. Consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other eligible persons should be sent to: Dr. Jeffrey E. Foss, Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria B.C. V8W 2Y4. Applicants should send three letters of reference to the unit directly to: Dr. Foss. Submission deadline (including letters of reference): 3 March 1997.

## PHYSICAL ACTIVITY & SPORT STUDIES

**THE UNIVERSITY OF WINNIPEG - The Physical Activity and Sport Studies Program, University of Winnipeg, invites applications from qualified men and women for a two and a half year term position. Subject to budgetary approval, this appointment is effective July 1, 1997. Rank and salary commensurate with qualifications and experience. Applicants must have excellent teaching, counselling and personal skills. Primary course responsibilities will be in the area of Sport Psychology. Demonstrated teaching expertise in one of the following: applied, issues in sport, sport administration, health. Applicants must possess a Master's degree (minimum), with PhD preferred, have the ability to conduct research and make a strong contribution to the field. Our program serves a diverse student body as well as the University's student athletes. Our program has a strong commitment to teaching excellence. The University of Winnipeg also has an intercollegiate athletics program with a long history of success. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send a curriculum vitae, including three confidential letters of reference to: Dr. David Brown, Coordinator, Physical Activity and Sport Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E6; Fax: 204-783-7866.**



## The University of New Brunswick Position Available

The University of New Brunswick has obtained support from the Sir James Dunn Foundation to establish the Sir James Dunn Centre for Fish and Wildlife Research that will house, coordinate and integrate fish and wildlife research activities at the University.

The University is seeking a Director for this Centre. The duties include managing the physical facility and its services, coordinating the various fish and wildlife research activities within the university and with its partners and clients, generating additional funding for the Centre, and conducting independent research.

Applications are invited from researchers in the wildlife/forestry area with preference for a candidate with proven experience and ability in coordinating/managing cooperative research projects.

The tenure track appointment will be a joint appointment in the Faculty of Forestry and Environmental Management, and the Faculty of Science on the Fredericton campus of the University. The appointment date is July 1, 1997.

Interested candidates should send their CV and the names of three potential referees to:

Dr. Frank R. Wilson  
Vice-President Research and International Relations  
University of New Brunswick  
P.O. Box 4400  
Fredericton, N.B. E3B 5A1 Canada

Applications will be accepted until January 31, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.



## DALHOUSIE UNIVERSITY Limited Term Appointment School of Nursing

The School of Nursing, Dalhousie University is accepting applications for a 15-month limited term appointment beginning January 1, 1997 (pending availability of funding). The successful candidate will be an integral part of a team responsible for designing, implementing and evaluating clinical and classroom courses within the Neonatal Stream of the Advanced Nursing Practice Option of the Master of Nursing Program. Primary responsibility will be for N5620.06 - Advanced Practice Role Practitioner.

The candidate will possess a Masters in Nursing or equivalent, and preparation as a Neonatal Nurse Practitioner. Recent clinical and teaching experience in this role are essential.

Interested persons should submit a cover letter, a curriculum vitae, evidence of eligibility for registration with the Registered Nurses Association of Nova Scotia, and two letters of reference, including most recent employer to the Director's Office, Dalhousie University School of Nursing, Halifax, N.S. B3J 3J5.

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

Application deadline: Until the position is filled.

## PHYSICAL EDUCATION

**WILFRID LAURIER UNIVERSITY - Applications are invited for a continuing appointment, subject to budgetary approval, in the Department of Physical Education at Wilfrid Laurier University. The successful candidate will be expected to teach undergraduate courses in two or three of the following areas: Athletic injuries/sports medicine, personal and community health, physical activity for special populations, human anatomy/physiology and skills practice. Candidates must have a PhD as well as relevant teaching and independent research experience. The successful candidate will be expected to maintain an active research program and contribute to departmental committees. The appointment will be effective July 1, 1997. Wilfrid Laurier University is committed to employment equity policies and welcomes applications from all qualified men and women including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, which include a description of research and teaching interests, should be accompanied by a curriculum vitae and a letter of reference. Three references should be forwarded by January 31, 1997 to: Peter M. Todus, Director of Physical Education, Wilfrid Laurier University, 75 University Ave. West, Waterloo, ON, Canada N2L 2C5.**

## PHYSICAL EDUCATION & RECREATION STUDIES

**UNIVERSITY OF MANITOBA - Applications or nominations are invited for the position of Men's Volleyball Head Coach. The appointment is a full-time position commencing July 1, 1997. The successful candidate will be expected to conduct research and make a strong contribution to the field. Our program serves a diverse student body as well as the University's student athletes. Our program has a strong commitment to teaching excellence. The University of Manitoba also has an intercollegiate athletics program with a long history of success. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send a curriculum vitae, including three confidential letters of reference to: Dr. David Brown, Coordinator, Physical Activity and Sport Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E6; Fax: 204-783-7866.**

from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary range for this position would be \$40,000.00 to \$55,000.00 per annum, depending on qualifications and experience. Applicants should submit a letter of application, curriculum vitae, and arrange for three letters of reference to be sent by January 31, 1997 to: Mr. Walt McKee, Athletic Director, Faculty of Physical Education and Recreation Studies, University of Manitoba, 124 Frank Kennedy Centre, Winnipeg, MB, Canada R3T 2N6. Phone: (204) 774-5104; Fax: (204) 775-1122.

## PHYSICS

**SIMON FRASER UNIVERSITY - Two Faculty Positions in Condensed Matter Physics. The Physics Department at Simon Fraser University invites applications for two tenure track faculty positions, one in experimental condensed matter physics and one in theoretical condensed matter physics. The appointments will be at the assistant professor level and will take effect in September 1997, subject to final budgetary approval. We are searching for individuals of outstanding background and exceptional promise who will establish vigorous independent research programs and**

who have a commitment to undergraduate and graduate teaching. Excellent candidates in any area of specialization that will complement and interact with existing programs will be given serious consideration. For the experimental position there is some preference for a candidate in the field of magnetic nanostructures and related areas. The present condensed matter research group at Simon Fraser consists of twenty-one full time faculty with broad research interests. The Physics Department home page can be accessed via <http://www.usfca>. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is an equal opportunity employer and encourages applications from women and minorities. Applicants should send their curriculum vitae, position list, a short statement of teaching and research interests and the names of at least three referees to Professor Robert Finkel, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6 by February 1, 1997.

## PHYSICS & ASTRONOMY

**THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Physics and Astronomy invites applications for a tenure-track position at the Assistant Professor level, commencing July 1, 1997, in the field of observational stellar astrophysics. Facilities available include those at**

## Executive Director

Association of Academic Staff, University of Alberta

The Association of the Academic Staff of the University of Alberta (AASUA), representing nearly 2000 academic staff members, is searching for an Executive Director. The successful candidate will be versatile, self-motivated, reflective and collaborative, and will possess excellent research, writing and negotiating skills.

A university degree and a thorough understanding of the Canadian university system are required. A post-graduate degree with relevant experience, especially in serving and directing a volunteer association, will be strong assets.

Specifically, the Executive Director will:

- research, develop and present policy alternatives on compensation and contracts, association and university governance, financing and administration
- assist in negotiation and administration of agreements
- manage the activities of the Association and its staff, and
- consult with and advise the membership and the Association governing bodies.

The AASUA is committed to the principle of employment equity and invites applications from qualified women and men, aboriginal persons and persons with disabilities.

Applications, including a resume and the names of references, should be submitted to:

Dr. Paul Woodard, Chair, Selection Committee  
AASUA - 3-47 Athabasca Hall  
University of Alberta, Edmonton, AB T6G 2E8  
not later than January 10, 1997.

**AASUA**  
Association of Academic Staff ■ University of Alberta



Faculty of Forestry University of Toronto

## Assistant Professor Sustainable Forest Management

Applications are invited for the position of assistant professor of Sustainable Forest Management in the Faculty of Forestry, University of Toronto, commencing as soon as possible, but no later than July 1st, 1997. This is a tenure-stream position.

The Faculty of Forestry is a graduate faculty which offers three programmes. The successful candidate will be expected to participate actively in teaching and supervision in each programme. The M.Sc. and Ph.D. are research degrees which involve graduate courses and research closely linked to the interests of individual faculty members. The M.F.C. (Master of Forest Conservation) is a new 16-month programme which started in September, 1996. It is based on team-taught courses, with strong emphasis on field and practical work, internships in the forest sector and intensive residential field camps in Canada and abroad. Members of the Faculty also participate in some undergraduate teaching in other divisions of the University. In addition to teaching interests, the successful candidate must show strong personal commitment to research.

The central focus for the position is Sustainable Forest Management, but the Faculty would like to attract candidates with other subsidiary interests. These may include, but not limited to: forest economics, community-based forestry, forest management auditing, forest resource management systems, integrated resource management, forest landscape design, biometrics and GIS.

Applications accompanied by a detailed curriculum vitae should be submitted by January 15th, 1997, to:

Professor Rolye Bryan,  
Dean, Faculty of Forestry,  
University of Toronto,  
33 Wilcocks Street,  
Toronto, Ontario M5S 3B3

Email: [bryan@larva.forestry.utoronto.ca](mailto:bryan@larva.forestry.utoronto.ca)

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA

UNIVERSITY OF OTTAWA

## PROFESSEUR(E) FACULTÉ D'ÉDUCATION

La faculté d'éducation de l'Université d'Ottawa recherche les services d'une professeure ou d'un professeur en Didactique du français langue maternelle. Il s'agit d'un poste conduisant à une candidature. Préférence sera donnée aux candidatures et aux candidats admissibles au rang de professeur(e) agréé(e).

### Qualifications:

1. Doctorat en éducation ou l'équivalent
2. Spécialisation en didactique du français langue maternelle
3. Dossier actif de recherche dans le domaine spécifié
4. Expérience de l'enseignement élémentaire/secondaire
5. Connaissance passive de l'anglais ou disponibilité pour l'apprendre avant la permanence

### Fonctions:

1. Enseignement en français aux programmes du B.Éd., M.Éd. et M.A./Ph.D.
2. Recherche dans le domaine spécifié
3. Supervision de la thèse de M.A. et de Ph.D.
4. Supervision de la pratique à l'enseignement
5. Collaboration avec les partenaires du milieu scolaire
6. Participation aux activités universitaires

**Contexte de travail:** La candidate ou le candidat choisi doit être disposé à oeuvrer dans le domaine de l'éducation en langue française ou l'anglais.

**Rang et salaire:** Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

**Entrée en fonction:** le 1er juillet 1997

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité et de diversité. Le poste sera donné aux candidats sous réserve des disponibilités budgétaires. Seul(e)s les candidat(e)s invité(s) pour une entrevue recevront un accusé de réception.

Prêt(e) de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes de référence, avant le 31 janvier 1997, à M. Michel St-Germain, vice-doyen inférieure (programmes), Faculté d'éducation, Université d'Ottawa, 145, rue Jean-Jacques-Lussier, Ottawa (Ontario) K1N 6N6.



# CLASSIFIEDS

the DAO, CFH and GEMINI telescopes. Exceptional candidates whose interests are primarily theoretical will also be considered. Candidates should have a PhD degree or equivalent, some postdoctoral experience, an outstanding research record and an aptitude for undergraduate and graduate teaching. The appointment is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with the Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. They should also arrange to have three letters of reference sent directly to: Prof. B.G. Turek, Head, Dept. of Physics & Astronomy, The University of British Columbia, 624 Agricultural Road, Vancouver, B.C. V6T 1Z3, Canada. The deadline for receipt of all application material is Jan. 15th, 1997.

## POLITICAL SCIENCE

**YORK UNIVERSITY - Faculty of Arts, Department of Political Science.** Applications are invited for a tenure-track position at the assistant professor level in Canadian Politics, with a specialization in women and politics. The successful candidate will be expected to have a strong commitment and demonstrated ability in the areas of research and teaching and must have a PhD complete at the time the appointment commences on July 1, 1997. It is expected that the person appointed will be able to contribute at an early date to teaching and supervision in the Graduate Program in Political Science. Applications must be

received by January 31, 1997. Salary: Commensurate with qualifications. Applicants should send a curriculum vitae, appropriate examples of their scholarship, and teaching evaluations, and arrange to have three letters of reference sent to: Prof. Harvey D. Simons, Chair, Department of Political Science, Faculty of Arts, 5669 Ross, York University, 4700 Keele St., North York, Ont. M3J 1B3. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF CALGARY - Assistant Professor Political Science.** The University of Calgary invites applications for a four-year "contingent term" appointment at the Assistant Professor rank, to begin July 1, 1997, with the possibility of appointment to tenure track. A PhD is required at the time of appointment. The successful candidate will be expected to teach introductory politics, political ideologies, general politics and introductory international relations. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The closing date for applications is February 17, 1997. Applicants should send a letter of application, three letters of reference, and a curriculum vitae, to: Dr. Ronald C. Keith, Head, Department of Political Science, The University of Calgary, 2500 University Dr. NW, Calgary, Alberta, Canada T2N 1N4. Fax: (403) 242-4772; e-mail: rkeith@calgary.ca.

**UNIVERSITY OF VICTORIA - The Department of Political Science at the University of Victoria**

invites applications for a tenurable position at the Associate Professor level in Comparative European Politics. The successful candidate will have a leadership role in an interdisciplinary program in European Studies. Applicants should have a completed PhD, a strong record of publication and teaching, faculty in some European languages, research experience in Europe, and the ability to work with scholars studying and teaching Europe from a variety of perspectives. The Department of Political Science is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities and Aboriginal persons. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified candidates are encouraged to apply. The closing date for applications is February 21, 1997. Applications, including a curriculum vitae, should be sent to: Professor James Tully, Chair, Department of Political Science, University of Victoria, P.O. Box 3800, Victoria B.C. V8W 3P8. Applicants should ask three referees to send letters of reference to the Chair.

**THE UNIVERSITY OF WESTERN ONTARIO - The Department of Political Science** invites applications for a tenured or tenure-track position, at the junior Associate level, to commence on July 1, 1997. Applicants should have a PhD with an excellent record in research and teaching. Applications are invited from specialists in Political Philosophy. The approach to political theory and the sub-field are open, but the successful candidate will have a demonstrated interest in applying political theory to contemporary issues - to public policy,

political economy, constitutional politics, social science methodology, or European politics, for example. As well, the Department intends to appoint a person with a proven commitment to the post-graduate teaching and research, and interdisciplinary teaching and research. The appointment will be made at the rank of Associate Professor. Salary is negotiable. Applications, together with a CV and the names of three referees, should be directed to: Dr. Robert Young, Chair, Department of Political Science, Social Science Centre, University of Western Ontario, London, Ontario, Canada N6A 5C2. Deadline for receipt of applications: February 1, 1997. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

**THE UNIVERSITY OF WESTERN ONTARIO - The Department of Political Science** invites applications for a tenure-track position, to commence on July 1, 1997. Applicants should have a PhD, and show evidence of strong research potential. Applications are invited from specialists in Canadian Politics. The sub-field is open, but the successful candidate will have a demonstrated interest in interdisciplinary or comparative work - in women's studies, political economy, European politics or quantitative methods, for example. As well, the Department is interested in applicants with a proven commitment to innovative teaching and research. The appointment will be made at the rank of Assistant Professor. Salary is negotiable. Applications, together with a CV and the names of three referees, should be directed to: Dr. Robert Young, Chair, Department of Political Science, Social Science Centre, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Deadline for receipt of applications: Feb. 1, 1997 or until position filled. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## POLITICAL STUDIES

**UNIVERSITY OF SASKATCHEWAN** - Applications are invited for a one year term appointment at the (senior) Associate Professor level in the Department of Political Studies, University of Saskatchewan for the 1997-98 academic year (July 1, 1997 to June 30, 1998). This is the second of a series of one year appointments the Department has made and will make in alternate years. Applications from all fields of specialization in political studies will be considered. The successful applicant will have an active agenda of research and publication. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: Professor Nita J. Michelman, Head, Department of Political Studies, 8 Campus Drive, University of Saskatchewan, Saskatoon, SK, S7N 5A5. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline: January 31, 1996.

## PSYCHOLOGY

**THE UNIVERSITY OF REGINA - Department of Psychology (3 positions).** (1) Experimental Psychology with expertise in both teaching and research. This tenure-track appointment (subject to budgetary approval) will be at the Assistant Professor commencing July 1, 1997. We particularly seek candidates from the areas of Social, Personality or Cognitive Psychology. Duties will include teaching at the undergraduate and graduate levels, supervision of Honours and Graduate students and maintenance of an active program of research. We are especially interested in people who can teach a number of core subjects within the above areas. Applicants should have a PhD or be close to completion. (2) Applied Psychologist, tenure track appointment (subject to budgetary approval) at the Assistant Professor commencing July 1, 1997. We particularly seek candidates from the areas of Clinical, Industrial/Organizational, Health, Community or Law Psychology. The successful candidate will have a PhD completed (or near completion) and would be expected to demonstrate teaching expertise in a number of core subjects at the undergraduate level with some opportunity to teach at the graduate

level. Duties will also include supervision of Honours and Graduate students, maintenance of an active program of research and participation on academic committees. Candidates should submit a curriculum vitae, reports or papers, and arrange for the forwarding of three letters of reference supporting both teaching and research capabilities to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Inquiries concerning the position may be directed to Dr. J. Roy, Head, Department of Psychology at (306) 585-4157. Deadline for this position is January 31, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their application.

**ST. THOMAS UNIVERSITY** - The Department of Psychology at St. Thomas University invites applications for a tenure-track position in developmental psychology for the 1993-1994 academic year at the junior assistant professor level. St. Thomas University is a small undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will be expected to teach a variety of undergraduate courses, with teaching and research excellence in developmental psychology (area of specialization open). Experience in teaching biopsychology as well as methods and statistics would be considered an asset. A PhD degree, or imminent completion, is required. Applicants are asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to: Dr. Ian Fraser, Chair, Department of Psychology, St. Thomas University, Fredericton, N.B. E3B 5G4. Closing date: December 20, 1996 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

**THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology**, invites applica-

## Foundation Professor of Development Studies

### School of Māori & Pacific Development

Applications are invited for a continuing position as Foundation Professor of Development Studies in the School of Māori and Pacific Development. The Foundation Professor must be able to provide leadership in establishing graduate and postgraduate degree programmes in Development Studies. The candidate must have recognised expertise in development theory, economic development, human resource development, and/or environmental resource management. The appointee will have an exceptional record of research and scholarship and candidates are expected to have demonstrated an ability to attract research funding and research students. The appointee will be expected to teach at all levels, provide academic leadership, contribute to the administration of the School, and actively support and enhance its research and teaching programmes. Fluency in te reo Māori is highly recommended.

The current salary range for Professors is NZ\$80,000 - NZ\$100,000 per annum. Applications quoting the vacancy number A96/46 should reach Personnel and Management Services by Friday 10 January 1997.

## Research Professorship

### Appointment to Rauapatu Settlement Chair School of Māori & Pacific Development

The University of Waikato wishes to make the foundation appointment to the Rauapatu Settlement Chair which has been endowed by the Tainui Maori Trust Board as a Research Professorship. The appointee is expected to give academic leadership throughout the School in research and academic policy making. From time to time, the appointee will also undertake senior administrative responsibilities for the School and the University. He or she will report to the Dean of the School of Māori and Pacific Development. The appointee will be closely involved in the following which are key elements in the School's planning:

- Identifying opportunities for research into effective and sustainable development by the Māori people.
  - Identifying opportunities for research that strengthen the teaching and learning of te reo.
  - Liaising with scholars and researchers in Pacific countries to promote the reciprocal interchange of knowledge and its dissemination.
  - Promoting opportunities for staff and student exchanges with universities and related agencies to study the development of needs and experiences of indigenous peoples.
  - Developing the knowledge and skills of academic staff for obtaining funding from national and other agencies.
  - Developing programmes of research undertaken by graduate students.
- Applicants should have an exceptional record of research and scholarship and the standing in university and research agencies that would support appointment at chair level. A proven ability to stimulate students, lead teams and direct research funding is required. Fluency in te reo Māori is highly recommended. The current salary range for Professors is NZ\$80,000 - NZ\$100,000 per annum. Applications quoting the vacancy number A96/45 should reach Personnel and Management Services by Friday 10 January 1997.

Enquiries of an academic nature can be made to the Dean, Professor Tamati Reedy, Te Amo kapua, Te Pua Wānanga ki Ao, School of Māori and Pacific Development, telephone 64-7-838 4737, fax 64-7-838 4722, email: rahera@waikato.ac.nz.

## Procedures

Information on the University is available on the World Wide Web at <http://www.waikato.ac.nz/>. Details on the method of application and conditions of appointment can be obtained from Personnel and Management Services, The University of Waikato, Private Bag 3105, Hamilton, New Zealand, telephone 64-7-838 4003, fax 64-7-856 0135, email: [personnel@waikato.ac.nz](mailto:personnel@waikato.ac.nz). Places for appointees' children may be available in the creche run by the Campus Creche Society (Inc.). Equal opportunity is University policy.

## The University of Waikato

Te Whare Wānanga O Waikato  
Hamilton, New Zealand



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## CAUT BULLETIN

\* Photo special applies to accommodation ads only. Final printed photo & type size have been pre-determined. Add GST to all prices.

## Dean of Graduate Studies and Research Wilfrid Laurier University

Applications and nominations are invited for the position of Dean of Graduate Studies and Research at Wilfrid Laurier University. The appointment will commence on July 1, 1997, or as soon thereafter as possible, and will be for a five-year term. The Dean is also responsible for the Office of Instructional Development.

Wilfrid Laurier University provides undergraduate programs to some 5200 full-time and 2000 part-time students, and graduate programs to some 500 full-time and 300 part-time students. It is organized into five Faculties: Arts and Science, Business and Economics, Music, Social Work, and Graduate Studies. The University offers Master of Arts degrees in Economics, English, Geography, History, Political Science, Psychology, Religion and Culture. It offers a Master of Business Administration (MBA), a Master of Environmental Studies in Geography (MES), and a Master of Social Work (MSW). Doctoral degrees are offered in Social Work (DSW), in Geography (PhD) in conjunction with the University of Waterloo, and in History (PhD) in cooperation with the Universities of Waterloo and Guelph. In addition, both Master and Doctoral degrees in Theology, Theological Studies, and Divinity are offered by Waterloo Lutheran Seminary, a federated theological college.

The Dean is expected to provide leadership within the University and to represent the research interests of the University in the broader community. The Dean should have an understanding of, and an appreciation for, a wide range of philosophical and programmatic approaches to graduate studies and to scholarly inquiry as they evolve within the various disciplines and professions. Candidates should possess experience in an academic setting, a record of published scholarship, demonstrated organizational abilities, and a capacity to work constructively with both internal and external constituencies.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded before February 1, 1997 to:

Dr. Rowland Smith, Vice-President: Academic  
Chair, Search Committee (FGS)  
Wilfrid Laurier University  
75 University Avenue West  
Waterloo, Ontario N2L 3C5

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.



# ANNONCES CLASSÉES

ions for a probationary (tenure-track) position at the Assistant Professor level. Individuals with research interests in any area of Clinical Psychology are invited to apply as our intention is to hire the strongest candidate regardless of specialty area. The successful candidate will have strong doctoral-level academic training, demonstrated ability in research and teaching, and a Ph.D. in Psychology. The Clinical program adheres to the scientist-practitioner model and is CFA and APA accredited. Applicants should submit a vita, copies of representative publications, and arrange to have three letters of recommendation sent to Dr. Cive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. This position is subject to budgetary approval. The scheduled starting date is July 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

**THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology** invites applications for a probationary (tenure-track) position at the Assistant Professor level. Individuals with research interests in any area of Cognitive Psychology are invited to apply as our intention is to hire the strongest candidate regardless of specialty area. The successful candidate will have strong doctoral-level academic training, demonstrated ability in research and teaching, and will be expected to be involved in our emerging cognitive sciences program. Applicants should submit a vita, copies of representative publications, and arrange to have three letters of recommendation sent to Dr. Cive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. This position is subject to budgetary approval. The scheduled starting date is July 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO — Psychology**  
Applications are being accepted for a tenure-track position in either clinical or cognitive neuropsychology. The preference is for an appointment at the level of assistant professor, but applications at the associate level will be considered. A Ph.D. is required and responsibilities include teaching at the graduate and undergraduate levels, development of a sustained research program, and supervision of student research. Send application, curriculum vitae, samples of scholarly work, and supervision of student research to: Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The application deadline is January 15, 1997; the starting date is September 1, 1997. This appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## RECREATION & LEISURE STUDIES

**BROCK UNIVERSITY — Department of Recreation and Leisure Studies**, Faculty of Physical Education and Recreation. The Department of Recreation and Leisure Studies invites applications for two tenure track positions at the assistant professor level effective July 1, 1997. Preference will be given to candidates who have a doctorate in recreation and leisure, or a closely related field, with expertise in tourism or leisure and/or applied communities. Selected candidates will be expected to teach and conduct research in their area of expertise as well as teaching a class in the leisure studies area. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. J. Larsen, Chair, Department of Recreation and Leisure Studies, Faculty of Physical Education and Recreation, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is February 24, 1997. These positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## SECONDARY EDUCATION

**UNIVERSITY OF ALBERTA — Department of Secondary Education** invites applications for a

term position in Intension 1997 (Jul 14-20) in Process Drama in Education. The salary range is \$2422 - \$2446. Duties will include teaching a three-credit course entitled International Studies in Process Drama which will examine the use of process drama as it is employed throughout the world. Students who will include graduate and non-graduate students. In Education and practice teachers, will design and participate in classroom experiences which use process drama as a teaching technique and examine process drama as it is employed in various international educational settings. The successful candidate will have a doctorate or be near completion in a related field, extensive experience in process drama teaching at an international level, and university teaching experience in drama teacher education. The application deadline is January 13, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Applicants should submit a current curriculum vitae and the names of three referees to Dr. L.E. Oates, Acting Chair, Department of Secondary Education, 341 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, members of visible minorities.

individuals will be considered. Applicants should submit a current curriculum vitae and the names of three referees to Dr. J.E. Oates, Acting Chair, Department of Secondary Education, 341 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

## SOCIAL WORK

**WILFRID LAURIER UNIVERSITY — Faculty of Social Work**. Applications are invited for a continuing appointment at the assistant level, commencing July 1, 1997. The successful candidate will be expected to teach in both the master's and doctoral programs. The Faculty of Social Work at Wilfrid Laurier University is a graduate program which offers two concentrations: (1) Clinical Practice with Individuals, Families and Groups

and (2) Community Development and Social Policy. Candidates should have a completed doctorate and would be expected to teach primarily in the individual, family and group concentration area and possess particular strength and practice experience in family and group treatment. Knowledge and experience in community development practice will be a distinct asset. Applicants should have identified research interests, demonstrated potential as a scholar and an ability to supervise research at the graduate level. Applicants are invited to send a curriculum vitae

## L'Université de Moncton sollicite des candidatures au poste suivant : Bibliothécaire en chef

L'Université de Moncton comprend différentes bibliothèques, dont une bibliothèque générale sur chacun de ses trois campus universitaires. Elle comprend également une bibliothèque à l'école de droit, un centre d'archives important au Centre d'études acadiennes et un centre de documentation à la Faculté des sciences de l'éducation.

Sous l'autorité immédiate du vice-recteur à l'enseignement et à la recherche, la personne choisie sera appelée à diriger la bibliothèque Champlain, qui est la bibliothèque générale et centrale de l'université. Cette bibliothèque comprend au-delà de 450 000 volumes, des abonnements à plus de 2 000 périodiques ainsi qu'une quinzaine de bases de données en ligne. Ses services sont automatisés et utilisés par plusieurs milliers de personnes, dont la clientèle étudiante, le corps professoral et le public en général.

À ce titre, la personne responsable dirigera la planification et la coordination des services de la bibliothèque, verra au recrutement, à l'embauchage et à la supervision du personnel ainsi qu'aux consultations nécessaires avec les facultés et écoles, et assurera la supervision des différents services de la bibliothèque. De plus, elle maintiendra des voies de communication régulières entre les responsables des différentes bibliothèques et les impliquera dans la planification et la coordination des priorités de l'université en matière de services de bibliothèque.

La personne choisie devra posséder un grade universitaire de deuxième ou troisième cycle (normalement en bibliothéconomie) et avoir, de préférence, une expérience éprouvée en gestion ainsi qu'une expérience substantielle en tant que bibliothécaire, idéalement dans une université. Elle devra aussi être habile à entretenir de bonnes relations interpersonnelles et à assurer des liens de collaboration avec la direction des autres bibliothèques. Enfin, il lui faudra maîtriser la langue française tant orale qu'écrite.

Ce mandat de cinq années est renouvelable.

Le traitement est établi selon la formation et l'expérience, et la date d'entrée en fonction est le 1<sup>er</sup> mars 1997 ou le plus tôt possible après cette date.

Les personnes intéressées à soumettre leur candidature sont priées de faire parvenir un curriculum vitae détaillé au plus tard le **31 janvier 1997** à **M. Léandre Desjardins, vice-recteur à l'enseignement et à la recherche, Université de Moncton, Moncton (N-B.) E1A 3E9. Télécopieur: (506) 858-4096; courrier électronique: desjarl@umoncton.ca**

## UNIVERSITÉ DE MONCTON

Ce concours s'adresse également aux femmes et aux hommes. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidents et résidents permanents seulement.

## ASSOCIATE VICE PRESIDENT INFORMATION TECHNOLOGY

As UBC's Associate Vice President, Information Technology, you will articulate, develop and implement UBC's strategy for information and communications technologies, in support of the university's mission as a world-renowned institution of higher education and research. As UBC's Chief Information Officer, you will guide and promote change, develop campus-wide information technology standards, facilitate access and information-sharing, and ensure that appropriate funding models for information technology are in place. Reporting to the Vice President, Student and Academic Services, you will lead the four departments within Computing & Communications: University Computing Services, Telecommunications, Media Services and UBC Press. These departments provide academic and administrative computing and telecommunications services for 36,000 students, faculty and staff at UBC; printing, video production and teleconferencing facilities; and scholarly book publishing.

We seek a visionary with proven leadership abilities in complex technological arenas. As a senior executive of the university, you:

- have demonstrated creative approaches to setting and successfully implementing strategic direction
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- can inspire and involve people at all levels to work with you to achieve your clearly-stated goals
- understand and can meet the needs of researchers, teaching faculty, students and administrative staff
- can establish a close and productive relationship with the University Librarian and other senior university leaders
- are conversant with many computing and communications technologies and have an international record of achievement in a relevant field.

Ten years experience in high-level management combined with an advanced degree in a relevant discipline, or equivalent qualifications and experience, are essential.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. We invite qualified applicants to send enquiries and resumes to: **Dr. Maria Klawe, Vice President Student and Academic Services, 6328 Memorial Road, Vancouver, BC V6T 1Z2, by January 17, 1997. (E-mail: avprsch@ubc.ubc.ca)**

Further information on The University of British Columbia is available on our homepage at <http://www.ubc.ca>.



## ASSISTANT PROFESSOR — School of Recreation and Physical Education

The School of Recreation and Physical Education at Acadia University invites applications for a 12-month replacement appointment (position #30306R) at the rank of Assistant Professor up to Grid Step 4, beginning 1 July 1997. The successful candidate will teach in the Recreation Management program whose mission is "to provide present and future leaders with an excellent liberal education with special emphasis on the study of leisure and recreation management." Details of the program are available at the School's website: <http://ace.acadiau.ca/info/rpe/home.htm>. Primary teaching responsibilities will be in the leisure and management cores of the Bachelor of Recreation Management degree. Secondary teaching responsibilities will be in the Outdoor and Environmental Education specialization. The successful candidate will be expected to develop a program of research and scholarly activity in Recreation/Leisure. Applicants should have a completed doctoral degree by the appointment date. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to **Dr. Alex Wright, Acting Director, School of Recreation and Physical Education, Acadia University, Wolfville, Nova Scotia, B0P 1X0.** The closing date for application is 28 February, 1997.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

Wolfville  
Nova Scotia

Acadia University reserves the right not to fill this position or to fill the position at a level different from the advertised level or term.

www.ulaval.ca

## PROFESSEURE, PROFESSEUR EN SCIENCES DE LA CONSOMMATION

Le Département d'économie agroalimentaire et des sciences de la consommation procède actuellement au recrutement d'un professeur ou d'une professeure en sciences de la consommation (secteurs privilégiés: gestion des services aux consommateurs, intervention budgétaire, éducation à la consommation).

### Description du poste

- Enseignement au niveau du 1<sup>er</sup> cycle dans divers domaines de la consommation
- Recherche en sciences de la consommation
- Participation au développement d'un programme de 2<sup>e</sup> cycle en sciences de la consommation et encadrement d'étudiants et d'étudiantes gradués
- Participation aux instances pédagogiques et administratives

### Critères de sélection

- Baccalauréat en sciences de la consommation ou dans une discipline connexe
- Doctorat, ou sur le point de l'obtenir, dans un domaine relié aux sciences de la consommation
- Expérience de recherche dans un domaine relié aux sciences de la consommation
- Publications scientifiques
- Expérience dans l'enseignement, considérée
- Connaissance du français parlé et écrit, de préférence (l'Université Laval offre des cours de français)

Traitement et condition de travail: selon la convention collective  
Entrée en fonction: 1<sup>er</sup> juin 1997

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae et trois lettres de référence, avant 17 h le 15 février 1997, à:

Jean-Claude Dufour, directeur  
Département d'économie agroalimentaire  
et des sciences de la consommation  
Pavillon Paul-Contois  
Cité universitaire (Québec) Canada G1K 7P4



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de la consommation

En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes à accuser à l'égalité de femmes. Conformément aux exigences prescrites en matière d'immigration au Canada, la poste sera accordée aux citoyennes et citoyens canadiens et aux résidents et résidents permanents du Canada.



# CLASSIFIEDS

and the names and addresses of three referees to: Dr. Janine Muller, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, Canada N2L 3C5. The University is committed to employment equity policies and encourages applications from women, members of visible minorities, aboriginal people, and persons with disabilities. Wilfrid Laurier provides a smoke-free work environment. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. This position is subject to budgetary approval. Interested individuals are encouraged to apply by January 10, 1997.

## SOCIOLOGY

**UNIVERSITY OF WESTERN ONTARIO** - The Department of Sociology, The University of Western Ontario invites applications for a tenure-track position at the rank of Assistant Professor commencing July 1, 1997 or when the position is filled. Candidates must have a PhD. The position is in social demography with research interests in women and development, urbanization, mortality, and aging. Undergraduate and graduate teaching are involved. The Department has a

PhD program with emphasis on social demography, social class and social change, and health and aging. The closing date for applications is March 1, 1997. Interested candidates should send their curriculum vitae and names of three referees to: Chair, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, Canada N6A 3C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities.

**UNIVERSITY OF WESTERN ONTARIO** - The Department of Sociology, The University of Western Ontario invites applications for a tenure-track position at the rank of Assistant Professor commencing July 1, 1997 or when the position is filled. Candidates must have a PhD. The position is in sociology with research interests in modern sociology theory, social psychology, family or inequality. Undergraduate and graduate teaching are involved. The Department has a

PhD program with emphasis on social demography, social class and social change, and health and aging. The closing date for applications is March 1, 1997. Interested candidates should send their curriculum vitae and names of three referees to: Chair, Recruitment Committee, Department of Sociology, The University of Western Ontario, London, Ontario, Canada N6A 3C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities.

**BROCK UNIVERSITY** - The Department of Sociology at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1997 and subject to budgetary approval. The successful candidate will have a recently completed PhD in Sociology (or closely related discipline) with a specialization in Social Policy, particularly methodological issues associated with developing social policy, together with practical experience and significant interest in Health, Life Course, Education, or Development. A demonstrated aptitude for undergraduate teaching, an ability to teach methodology and contemporary theory courses, and evidence of potential to develop a program of independent research and scholarship in a relevant area of specialization are required. Applicants should submit by March 1, 1997 a letter of application accompanied by a curriculum vitae and selected versions and abstracts of published work, and arrange to have three letters of reference sent to Professor Dr. G. Gladys, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply.

## STATISTICS

**THE UNIVERSITY OF BRITISH COLUMBIA** - The Department of Statistics, UBC-Vancouver postdoctoral fellowships, seasonal internships and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1997, subject to final budgetary approval. PhD and demonstrated potential for excellence in teaching and research required. Of and 3 letters of reference by March 1, 1997 to Committee on Appointments, Department of Statistics, 333-3354 Appleton Road, University of British Columbia, Vancouver, B.C. V6T 1Z2. We welcome all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## ADVERTISING DEADLINES

The Bulletin is published 10 times during the academic year; 1st week of each month September through June.

### FEB

CLASSIFIED  
Jan 8/97 - 12 pm  
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Jan 15/97 - 12 pm

### MAR

CLASSIFIED  
Feb 7/97 - 12 pm  
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Feb 14/97 - 12 pm

### APR

CLASSIFIED  
Mar 7/97 - 12 pm  
DISPLAY  
Mar 14/97 - 12 pm

## DATES LIMITEES

Le Bulletin est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

### FÉV

PETITES ANNONCES  
8 jan/97 - 12h00  
GRANDES ANNONCES  
15 jan/97 - 12h00

### MAR

PETITES ANNONCES  
7 fév/97 - 12h00  
GRANDES ANNONCES  
14 fév/97 - 12h00

### AVR

PETITES ANNONCES  
7 mar/97 - 12h00  
GRANDES ANNONCES  
14 mar/97 - 12h00

## STATISTICS & ACTUARIAL SCIENCES

**UNIVERSITY OF WATERLOO** - The Department of Statistics and Actuarial Science invites applications for one or more Post-Doctoral positions in Statistics. Successful applicants will work with members of the Department on research projects in statistics. Candidates with an interest in any area of statistics, biostatistics, industrial statistics or statistical computing are encouraged to apply. Candidates must have completed all requirements for a PhD in statistics or closely related area at the time the appointment begins. Appointment may begin January 1, 1997 or later. Applications will be accepted until February 28, 1997. Please submit a curriculum vitae as well as information on teaching and consulting experience, and arrange for three letters of reference to be sent to: Professor May E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. These appointments are subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

## THEORETICAL ASTROPHYSICS

**CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS** - The Canadian Institute for Theoretical Astrophysics (CITA) is a national centre for theoretical astrophysics hosted by the University of Toronto. We are seeking a tenure-track or tenured faculty position (subject to budgetary approval). We are especially interested in candidates in the Assistant Professor level. While applicants from any area of theoretical astrophysics are encouraged to apply, we wish to enhance the strong cosmology group at CITA and the University of Toronto. We intend to nominate the successful candidate for a CITA Fellowship in the Canadian Institute for Advanced Research Cosmology Program, which currently has two other nodes, at the Universities of Alberta and British Columbia, and a distinguished group of Associates worldwide. We seek candidates with exceptionally strong and internationally recognized research records and outstanding promise of future research accomplishments. Additional selection criteria include demonstrated ability to work with research fellows and graduate students, and to assume a leadership role in administering CITA's active postdoctoral visitor programs. CITA is an institute within the School of Graduate Studies of the University of Toronto. The present complement of research staff includes five faculty and 15-20 research fellows. The unique research environment at CITA is enhanced by close ties to the Departments of Astronomy and Physics of the

University of Toronto, housed in the same building. The CITA web site is <http://www.cita.utoronto.ca>. Applicants should send a curriculum vitae, a bibliography, a statement of research interests and arrange for three letters of recommendation to be sent to: Prof. J.R. Bond, Director, CITA, McLennan Labs, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3B8. Deadline for all documents to be at CITA: February 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities.

## VETERINARY MEDICINE

**UNIVERSITY OF SASKATCHEWAN** - The Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, seeks applicants for a tenurable faculty position in veterinary anatomical pathology at the level of Associate Professor. The successful applicant must be an enthusiastic teacher, have research interests and experience in the pathogenesis of domestic animal diseases and be a competent diagnostician. Duties will include teaching at both the graduate and undergraduate level, guidance and supervision of graduate students, diagnostic service in the context of clinical, research and independent research. The candidate must be adaptable to the many demands on faculty in a busy academic department. Applicants must have a DVM (or equivalent) and a PhD degree or equivalent post-graduate education in research in the pathogenesis of disease, and must be eligible for licensure to practice veterinary medicine in Saskatchewan. They also must

have had post-graduate education in diagnostic veterinary pathology. Certification by the American College of Veterinary Pathologists or eligibility to write the ACVP board examination is desirable. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Subject to budgetary approval. Position #15-4-1. Applicants should send a letter of application, curriculum vitae, and contact information for three professional references to: Dr. E.A. Leighton, Head, Department of Veterinary Pathology, 25 Campus Drive, University of Saskatchewan, Saskatoon S7N 5B8 Canada. Applications should be received before 15 January 1997.

## WOMEN'S STUDIES

**CARLETON UNIVERSITY / UNIVERSITY OF OTTAWA - Joint Chair in Women's Studies.** Applications are invited for two 6-month term appointments for the position of Joint Chair in Women's Studies, to be held jointly at Carleton University and the University of Ottawa. The first term will commence January 1st, 1998, and the second term will commence either July 1st, 1998 or January 1st, 1999. Applicants may be considered for one term or two consecutive terms. The Joint Chair in Women's Studies was established in 1983. This position offers the opportunity to work with Women's Studies colleagues in both academic and non-academic communities in the National Capital Region. Qualifications: PhD or equivalent experience an active research programme and record in feminist scholarship/ Women's Studies; and competence in English and

# CAUT ACPPU

## PUBLISHER'S STATEMENT DECLARATION DE L'ÉDITEUR

The publisher will not accept advertising of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, sexual origin, or political beliefs. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human Rights legislation. Where no bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contract Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal people, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the Caut Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any reliable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to: AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel: 202-337-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les applications sur des bases de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attitudes politiques, générales ou particulières. Les annonces utilisant un langage sexiste ou des termes qui excluent les personnes de la loi sur les droits de la personne ne le peuvent. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement nécessite l'identification et la suppression de toutes les barrières artificielles à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. En conséquence, les applications pour certaines positions annoncées dans le Bulletin de l'ACPPU peuvent être demandées à fournir des renseignements d'une nature confidentielle.

En tant que service aux membres de l'ACPPU intéressés par des postes disponibles dans d'autres pays, le Bulletin accepte les annonces de ces postes. L'opinion sur la liberté académique et le degré de sa protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur les prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités fautive de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: (202)337-5900.

## ADVERTISING RATES

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\* Agency commission 15% (camera-ready artwork required)

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# ANNONCES CLASSÉES

French at the level of fluency necessary for teaching and/or supervising research. Activities to be undertaken by the Chair will depend on the candidates' interests and proven strengths in teaching, research activities, participation in scholarly activities, salary commensurate with qualifications and experience. Candidates should view this appointment as an opportunity to explore innovative, feminist, interdisciplinary topics and are requested to describe potential projects in their letter of application. Applicants should include, in addition to a curriculum vitae and the names of three referees should be sent to: Joint Chair Search Committee, c/o Pauline Jewett Institute of Women Studies, Carleton University, Lobb 4B12, 1125 Col. By Drive, Ottawa, Ontario, K1S 5S6; or c/o Women's Studies Program, University of Ottawa, 145 St-Jaspar-Martin, P.O. Box 450, Station A, Ottawa, Ontario, K1N 6N5, by Wednesday, January 15, 1997. In accordance with Canadian immigration requirements, full advertisement is directed to Canadian citizens and permanent residents. Both Carleton University and the University of Ottawa have employment equity programs and encourage applications from women, aboriginal peoples, persons with disabilities, and members of visible minorities. International candidates are encouraged to apply. The second term appointment is subject to budgetary approval.

**UNIVERSITY OF ALBERTA** — The Women's Studies Program of the University of Alberta invites applications for a tenure track position at the junior level of Assistant Professor. The minimum salary for an Assistant Professor is \$38,230. Salary is in accordance with experience and the collective agreement. The position will be in any of the following areas: Feminist Theory, History of Women, gender studies, development, feminism, ethnicity, post-colonialism. Candidates must possess a PhD in women's studies or a related discipline with specialization in contemporary women's issues. Preference will be given to candidates with an interdisciplinary approach, teaching experience, an active program of research and publications, and the potential to teach introductory courses in women's studies and feminist theory, and to contribute to administrative duties. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications including curriculum vitae and writing samples (articles/chapters) and three letters of reference should be sent to Professor Claudine Potvin, Chair, Women's Studies Program, 3-15 Tully Building, University of Alberta, Edmonton, Alberta, T6G 2H4. E-mail address: cpotvin@uap.ualberta.ca. Fax (403) 492-5273. Date of appointment: July 1, 1997. Deadline for applications: January 1, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

## WRITING

**UNIVERSITY OF VICTORIA** — The Department of Writing at the University of Victoria invites applications for a tenure-track position at the Assistant Professor level from individuals with at least a master's degree or equivalent, proven teaching skills at the undergraduate level, a good record of publications, preferably in more than one genre. Since the successful applicant will be expected to help run the Professional Writing Program, administrative experience and knowledge of journalism and publishing in Canada will be an asset. Teaching duties will depend on the candidate's background and may include workshops and lectures in nonfiction, journalism, traditional and electronic publishing, or traditional

creative-writing genres. Salary offered commensurate with University of Victoria policy. Effective date July 1, 1997. This position is subject to funding. Please send a current C.V. and the names of three referees to: Prof. Dick Wyndham, Chair, Department of Writing, University of Victoria, P.O. Box 1800, Victoria, B.C. V8W 2Y2. Closing date for receipt of applications: January 15, 1997. The University of Victoria is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities. Women especially are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ZOOLOGY

**UNIVERSITY OF TORONTO** — The Department of Zoology, University of Toronto invites applications for a tenure track position at the Assistant Professor level to begin July 1, 1997. We are particularly interested in applicants using molecular and genetic approaches to problems in development. The Department of Zoology has traditional strengths in Cell/Developmental Biology, Evolution, Ecology and Animal Physiology, which provide a stimulus for interdisciplinary interaction. The successful applicant is expected to develop an internationally recognized research program and to teach at the undergraduate and graduate level. Applicants with a PhD and postdoctoral experience in a relevant field should send a curriculum vitae and a one-page statement of future research plans, and arrange for three letters of reference to be sent to: Chair, Developmental Biology Search Committee, Department of Zoology, University of Toronto, Toronto, Ontario M5S 3G5, Canada. The deadline for receipt of complete applications is February 1, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal people and persons with disabilities.

## ACCOMMODATIONS

**House for sale in Costa Rica**, 15 minutes from the famous Monteverde Cloud Forest Reserve, 3 bedrooms, 2 full and 2 half bathrooms, full services including electricity, hot water and safe municipal water, 2/2 acres, large garden and a magnificent view of the Gulf of Nicoya. \$55,000. e-mail: abj@uicstar.ca

**HALIFAX, Nova Scotia** — 3-4 bedroom home, fully furnished, 15 minutes to downtown Halifax. Quiet neighborhood, close to all amenities. Avail. mid January/97 to mid July 97. Frank Steele (902) 855-2000.

**SABATICAL RENTAL** — Firenze/Italy. Historic Centre attractive one-bedroom apartment, sleeps 2-4. Monthly fee in Jan. \$500.00 + utilities, weekly 700.00 all incl. - Spezzotti 011-39-55-245-739.

**WANTED** in southern, preferably SW, France, large furnished house or Apartment for academic family. July 97-July 98 (flexible). Could exchange for large comfortable house in Vancouver. Fax 604-622-8169 or sb@ingulfu.bc.ca.

**PROVENCE, South of France** 3 bedroom house (furnished) in the picturesque village of Fay-loubiou, 20km. east of Aix-en-Provence. Phone, washer, central heating. Available from December 1996. \$1000.00 per month including utilities. Best. (416) 978-7458 or 688-2580 or sb@ingulfu.bc.ca.

**Mexico**, New large three bedroom house for sale in Tlaxcala (100 kms east of Mexico City), quiet rural setting with view of volcanoes; full services; large lot with fruit trees; separate apartment for caretaker; ideal for retirement. Mexico City: (5385) 060/Puebla (22) 29 24 14; e-mail: malphat@uolaprima.com.mx

**Sabbatical rental, Montreal**, Available January 1, 3 bedroom house, finished basement, garage, West end of city of Montreal (near West Island), close to buses, few minutes to subway. Call 514-466-8661 or 514-398-3399. e-mail: fmc@uic.ca; Wilsonian.McGill.ca.

## CAREER OPPORTUNITY

**SECOND CAREER OPPORTUNITY** — Energetic couple sought to operate a new upscale water front bed and breakfast. Apartment supplied.

**Good three months a year**, Compensation based on share of revenue. Send Resume to Pay Day Guest House Inc., 278 Cookson Bay Road, Huntsville, ON P1H 1B2.

## PERSONAL SERVICES

**PERSONAL COUNSELLING** — Gynaecologist in a caring, confidential environment. Many university staff health plans provide excellent coverage. Evening and weekend hours available. Dr. Ellen Greenberg, Registered Psychologist, The Medical Arts Building, Toronto, (416) 944-3799.

**PERSONAL/PROFESSIONAL BURNOUT** — For the person who's made commitments to everyone but themselves. Learn how to spot it, reverse it, and prevent it. Janice Pamell, P.S.W., Social Worker/ Psychotherapist, Montreal/Quebec (514) 973-2728 or 688-5850. Evening and weekend hours.

## Send your ads via e-mail!

Stella Mazzarolo, Advertising & Circulation Coordinator, has a new e-mail address:

**mazz@caut.ca**



## CHAIR in EXPLORATION GEOPHYSICS

The University of Calgary is seeking a distinguished geophysicist with an international reputation in applied geophysical research for the Chair in Exploration Geophysics. The appointment will be a full time position in the Department of Geology and Geophysics at the Associate or Full Professor level. The initial term of the position will be for 5 years leading to a tenure-track position.

This Chair is funded primarily by the Canadian Society of Exploration Geophysicists (CSEG) and, as such, the Chairholder who will have a Ph.D. in geophysics and experience in both academic and industry, will be expected to maintain close ties with the oil and gas industry, and put an emphasis on applicable research while maintaining a strong academic research program in geophysics.

The occupant of the Chair will be expected to undertake limited teaching at the undergraduate level and be a fully contributing member of the department in graduate student supervision and research.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications should be submitted by January 31, 1997, to:

Dr. I. E. Hurchon, Head  
Department of Geology & Geophysics  
The University of Calgary  
2500 University Drive N.W.  
Calgary, Alberta, Canada T2N 1N4



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**À VENIR...**

du vendredi 31 janvier (19h30)  
au dimanche midi 2 février 1997  
Hôtel Château Laurier, Ottawa

## SUJETS QUI SERONT ABORDÉS

- Le traitement des causes de harcèlement actuel
- La permanence et le droit
- Le droit d'auteur
- Les mesures disciplinaires progressives
- Le règlement de litiges informels
- Une table ronde

Le vendredi 31 janvier (15h30 à 17h30)  
un atelier facultatif sur le règlement de griefs sera offert avant la conférence.  
Vous pouvez vous procurer un ordre du jour détaillé auprès du secrétariat de l'association ou du syndicat de professeurs.

## S'ADRESSER À QUI?

La conférence offre aux agents de grief des associations de professeurs l'occasion de partager des renseignements et des idées, de s'informer sur les sujets et les préoccupations de l'heure en matière de grief et d'arbitrage dans les universités et d'en discuter. La conférence s'adresse également aux membres intéressés des associations de professeurs.

L'interprétation simultanée sera assurée le samedi et le dimanche matin.

## FRAIS D'INSCRIPTION

Délégues de l'ACPPU et de la FOPPU:			
	Avant le 30 déc.	Après le 30 déc.	
1er	350,00 \$	400,00 \$	
2e	350,00 \$	400,00 \$	
3 et plus	300,00 \$	350,00 \$	
Non-membres:			
	Avant le 30 déc.	Après le 30 déc.	
	700,00 \$	800,00 \$	

Les frais d'inscription comprennent le déjeuner du samedi 1<sup>er</sup> février.

**POUR OBTENIR DES INFORMATIONS**  
Veuillez communiquer avec Nancy Gordon  
Téléphone : 613.820.2270  
Courriel électronique : ngordon@caut.ca

## COMING UP...

7:30pm, Friday, January 31 to  
Noon, Sunday, February 2, 1997  
Château Laurier Hotel, Ottawa

## SOME OF THE TOPICS TO BE ADDRESSED

- Dealing with Sexual Harassment Cases
- Tenure and the Law
- Copyright
- Progressive Discipline
- Informal Dispute Resolution
- Round Table Discussion

On Friday, January 31 from 3:30pm to 5:30pm an optional pre-conference workshop on grievance handling will be offered. A detailed agenda will be available through your faculty association/union office.

## WHO SHOULD ATTEND?

This conference presents an opportunity for grievance officers from faculty associations to get together to share information and ideas, and to learn about and debate the current topics and concerns in grievance and arbitration on university campuses. Interested members of faculty associations are also welcome to attend.

Simultaneous translation will be available on Saturday and Sunday morning.

## CONFERENCE FEES

CAUT/FOPPU Delegates:			
	By Dec. 30	After Dec. 30	
1st	\$350.00	\$400.00	
2nd	\$350.00	\$400.00	
3 or more	\$300.00	\$350.00	
Non-Members:			
	By Dec. 30	After Dec. 30	
	\$700.00	\$800.00	

Conference fees include lunch Saturday, February 1.

## FOR MORE INFORMATION

Contact Nancy Gordon  
Téléphone : 613.820.2270  
E-Mail: ngordon@caut.ca



## Tenure Track Appointments — 1997-98

York University, Faculty of Education, invites applications for three positions:

Language: Multilingual Education  
Culture: Culture and Technology  
Teaching: Teacher Education, Post Secondary Teaching and Learning

### The Context:

The Faculty of Education offers innovative pre-service, professional development and graduate programs (MEd, PhD). We are committed to building our teacher education programs around academic excellence, language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

### The Candidates:

Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with one of the three positions listed above. Candidates must present evidence of the ability to establish a strong program of scholarly research; provide excellence and leadership in mid-graduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

### The Appointments:

While preference will be given to appointments at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments would commence as early as 1 September 1997 and no later than 1 July 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

### Applications:

A detailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Submit your curriculum vitae, one sample of your scholarly writing, and the names/addresses of three or more potential referees to:

Dr. Stan Shapiro, Dean, Faculty of Education  
c/o S853 Kees Bldg., York University,  
4700 Keele Street, North York, Ontario M3J 1P3  
Internet: smr@caut.yorku.ca (Rev. Merriam, Secretary to Search Committee)  
Letters and C.V.s only can be sent online in WP format while scholarly materials must be mailed.

### Closing Date:

Applications, postmarked up to 31 January 1997, will be accepted.



# Collective Survival & Academic Rights — The Case of Trent University

BILL BRUNEAU

A STRIKE IS AN EMOTIONALLY DRAINING affair. This would be true anywhere, any time. But the feeling at the Trent University strike was particularly sharp.

At Trent, the sentiment was of an academic community undermined by its own administration. After years of working toward a University budget with strong commitments to teaching and research, and years of effort to keep up the high quality of Trent's professoriate and programs, our Trent colleagues found their administration uncommitted to open decision making or to quality.

It is always demoralizing to be faced by a mean-spirited and uncommunicative administration. It's even worse when it happens only five years after a similar experience in the early 1990s.

After all, universities are the homes of reason and evidence and careful argument. We think of them as communities where the political emotions are of a particular kind. Teachers, students, staff members, and administrators arrange their decision making and their daily lives with first concern for openness, fairness, and respect for others.

That is the theory. In the case of Trent, how could things have gone so wrong only five years after the last strike?

LIKE most readers of this Bulletin, I know just some of the reasons for the recent crisis (elsewhere in this issue you will find coverage of those reasons); but I do recall earlier times when things were different. Think back to the strikes and social upheavals of the late 1960s and early 1970s.

I remember a public-sector strike in downtown Toronto where the administration came out to talk to union leaders,



and said they were as puzzled by the speed of economic and social change as were the workers. At the negotiating table, those administrators were tough as nails; but they were willing to describe their vision of the whole enterprise, and to talk about "te-visioning" as part of negotiations. I wish I could say that this 1970 strike (and similar events in the United Kingdom, France, the United States, and elsewhere) ended with bosses and workers putting roses on each other's desks. They did not. But they did arrive at a sensible collective agreement to which both sides were faithful.

There won't be roses at Trent, either.

In saying it would not pay an average Ontario teaching wage to its faculty, the Trent administration went back on a deal it made five years ago. In refusing to say where it stood

on the questions of professorial complement and budget proportionality, the Trent administration implied it was ready to increase class size, to hire more part-time and sessional instructors, and to change the Trent University community.

In trying repeatedly to get its hands on the pension surplus of its own teachers, the Trent administration showed disdain for the usual standards of community and honesty in the academy.

Until the last few days, the people at the centre of the administration — the President, the central committees of the Board of Governors — were invisible. A Trent colleague described the behaviour of one very highly placed administrator as that of "Casper, the unfriendly ghost."

This is the behaviour of a managerialist, Presidential administration. In keeping their heads down, and keeping silent about their vision of Trent University, the administration suggested they were concerned about money, performance indicators ... but not about the Trent community.

WE are, of course, hugely relieved that the strike is over. Our Trent colleagues and their leadership came through this hard time with undiminished commitment to one another and to high-quality public university education.

This was a strike about educational quality, and about the way power is taken and used in the academy. The Trent administration now must show by its deeds that it can keep its promises, that it accepts the duties of openness and due process, and that it cares for the Trent educational community as passionately as the Trent profs do. After two weeks on the picket line, we know where our colleagues stand. ■

## La survie collective et les droits universitaires : l'affaire de l'Université Trent

UNE GRÈVE EST TOUJOURS ÉMOTIVEMENT ÉPUISSANTE. Cela est vrai partout, en toute circonstance. À l'université Trent toutefois, où les professeurs étaient en grève, les sentiments étaient à vif.

Le climat qui régnait à l'Université Trent était celui d'une collectivité minée par l'attitude de l'administration. Après des années d'efforts pour obtenir un budget qui accorde autant d'importance à l'enseignement qu'à la recherche et pour maintenir l'excellente qualité du corps professoral et des programmes, nos collègues de Trent ont fait face à une administration dont la prise de décision n'est pas transparente ou dont la priorité n'est pas la qualité.

Ce n'est jamais bon pour le moral que d'affronter une administration mesquine et peu communicative. C'est encore pire lorsque cela se produit cinq ans après une expérience semblable, qui remonte au début des années 1990.

Les universités, d'ailleurs, ne sont-elles pas le foyer de la raison, de l'évidence et de l'argumentation serrée. Nous les considérons comme des communautés où les émotions politiques sont d'une autre espèce. Les enseignants, les étudiants, les membres du personnel et les administrateurs prennent des décisions et accordent leur vie de tous les jours en fonction de la transparence, de l'équité et du respect d'autrui.

C'est ce qui se passe, en théorie. Comment peut-on expliquer, alors, que les choses aient si mal tourné à l'Université Trent, seulement cinq ans après la dernière grève?

COMME la plupart des lecteurs du *Bulletin*, j'ai déjà une bonne idée des raisons qui sous-tendent cette crise.

(On traite justement dans ces pages de ces raisons.) Je me souviens, cependant, d'une époque où les choses se passaient différemment. Je fais référence aux grèves et aux bouleversements sociaux de la fin des années 1969 et du début des années 1970.

Je me souviens, entre autres, d'une grève de la fonction publique au centre-ville de Toronto. L'administration est venue s'adresser aux dirigeants syndicaux pour leur confier qu'elle était aussi perplexe que les travailleurs devant la rapidité du changement économique et social. À la table de négociation, les administrateurs avaient une main de fer mais ils étaient prêts à expliquer leur vision de l'entreprise et à revoir cette vision dans le cadre des négociations. J'aimerais pouvoir ajouter que la grève de 1970, tout comme d'autres grèves au Royaume-Uni, en France, aux États-Unis et ailleurs, s'est terminée dans l'harmonie, les travailleurs et le patronat déposant des roses sur le bureau de leur adversaire. Cela ne s'est pas produit mais les deux parties ont conclu une convention collective qu'elles ont respectée.

Il n'y aura pas de roses à l'Université Trent non plus.

En déclarant qu'elle n'accorderait pas aux professeurs le traitement moyen en vigueur en Ontario, l'administration de l'université est revenue sur une entente conclue il y a cinq ans. En refusant d'expliquer sa position sur la question des effectifs enseignants et de la proportionnalité du budget, l'administration a laissé entendre qu'elle était prête à augmenter le nombre d'étudiants par classe, à embaucher plus de personnel à temps partiel et plus de chargés de cours et à modifier le tissu universitaire.

En tentant à plusieurs reprises de s'approprier le surplus de la caisse de retraite de ses professeurs, l'administration a montré du mépris face aux normes habituelles de la collectivité et à l'honnêteté du milieu universitaire.

Les personnes qui forment le noyau de l'administration, soit le recteur, les comités centraux du conseil d'administration, sont demeurées invisibles jusqu'aux derniers jours. Un collègue de l'Université Trent a comparé le comportement d'un cadre supérieur à Casper le fantôme.

Voilà le comportement typique d'une administration gestionnariste et directoriale. En voulant garder le silence sur sa vision de l'université, l'administration a laissé entendre qu'elle était plus préoccupée par l'argent et les indicateurs de rendement que par la collectivité de Trent.

BIEN entendu, nous sommes extrêmement soulagés que la grève soit terminée. Nos collègues de Trent et leurs dirigeants ont traversé cette épreuve sans perdre leur détermination à offrir un enseignement public de grande qualité et en conservant leur engagement envers chacun.

La grève portait sur la qualité de l'éducation et sur la manière dont le pouvoir est utilisé dans le milieu universitaire. L'administration de l'université doit prouver de manière tangible qu'elle peut respecter ses promesses, qu'elle accepte l'obligation de transparence et d'équité procédurale et qu'elle tient aussi passionnément que les professeurs à la collectivité de Trent. Après deux semaines de piquetage, nous savons quelle est la position de nos collègues. ■